

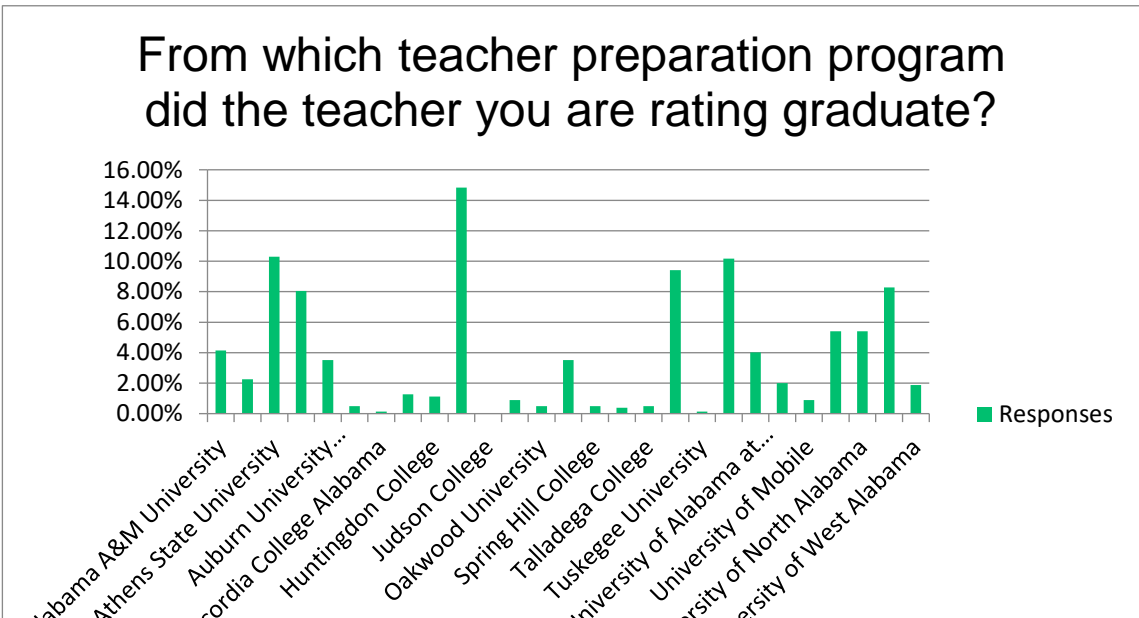
2017-2018 ALACTE Survey For Employers of New Teachers
 Please add any comments or feedback about the strengths and weaknesses of the teacher you are rating.

Answered 382
 Skipped 542

2017-2018 ALACTE Survey For Employers of New Teachers
 From which teacher preparation program did the teacher you are rating graduate?

Answer Choices

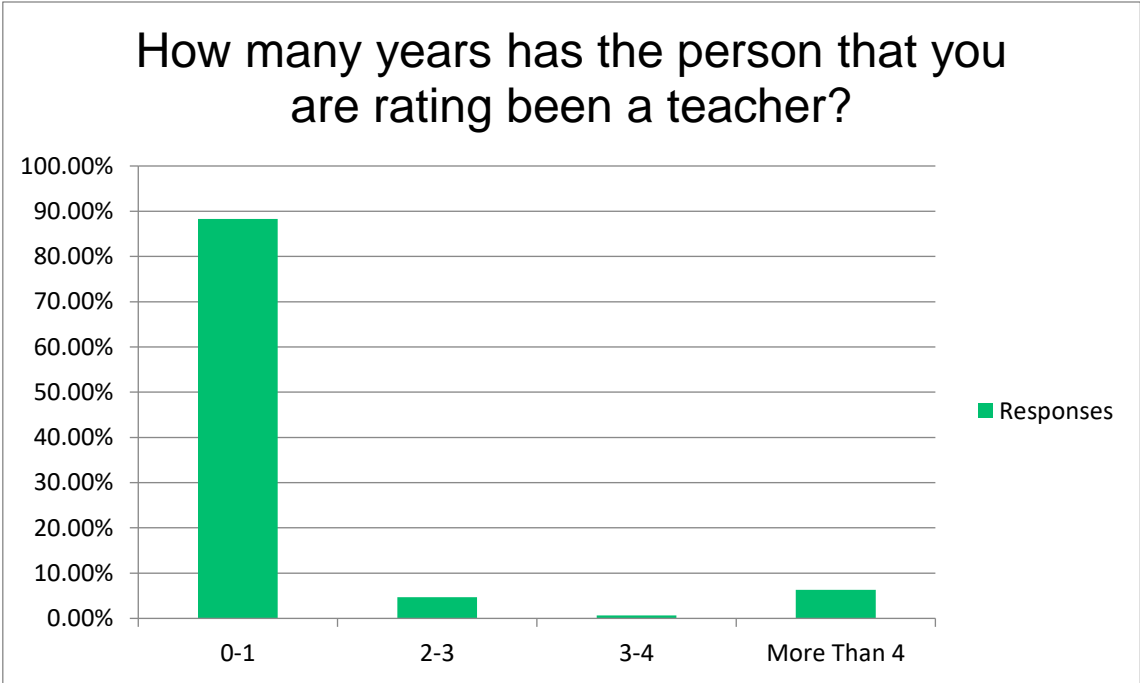
| |
|-------------------------------------|
| Alabama A&M University |
| Alabama State University |
| Athens State University |
| Auburn University |
| Auburn University Montgomery |
| Birmingham-Southern College |
| Concordia College Alabama |
| Faulkner University |
| Huntingdon College |
| Jacksonville State University |
| Judson College |
| Miles College |
| Oakwood University |
| Samford University |
| Spring Hill College |
| Stillman College |
| Talladega College |
| Troy University |
| Tuskegee University |
| University of Alabama |
| University of Alabama at Birmingham |
| University of Alabama in Huntsville |
| University of Mobile |
| University of Montevallo |
| University of North Alabama |
| University of South Alabama |
| University of West Alabama |



2017-2018 ALACTE Survey For Employers of New Teachers

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

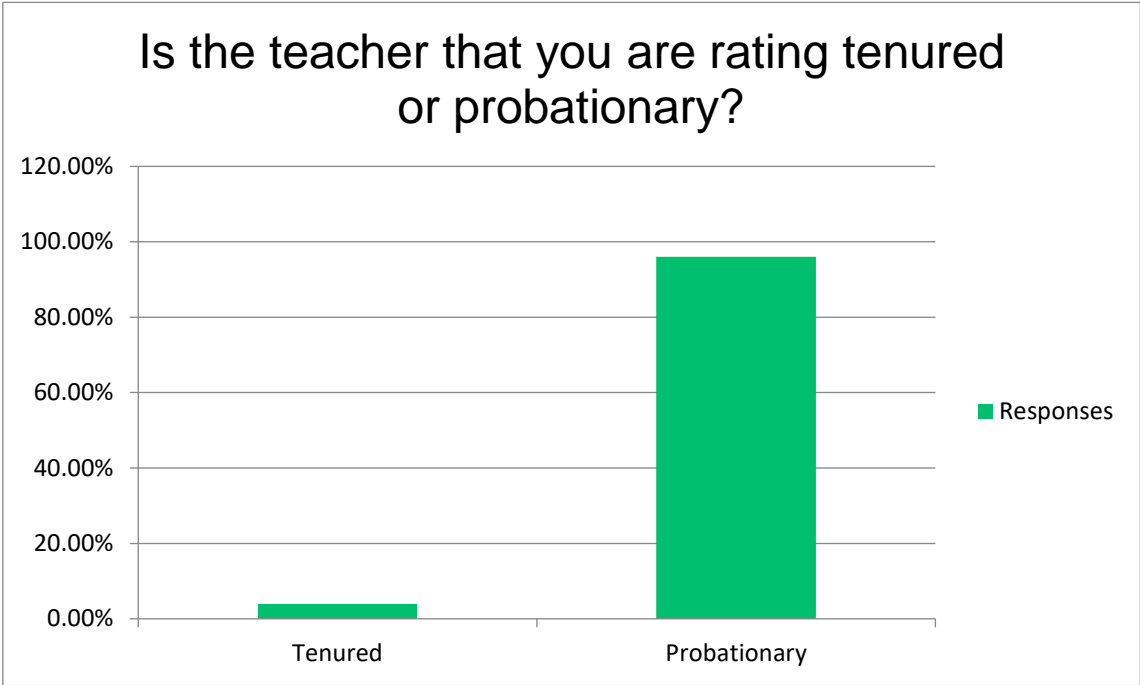
| Answer Choices | Responses | |
|-----------------|-----------|------------|
| 0-1 | 88.31% | 808 |
| 2-3 | 4.70% | 43 |
| 3-4 | 0.66% | 6 |
| More Than 4 | 6.34% | 58 |
| Answered | | 915 |



2017-2018 ALACTE Survey For Employers of New Teachers

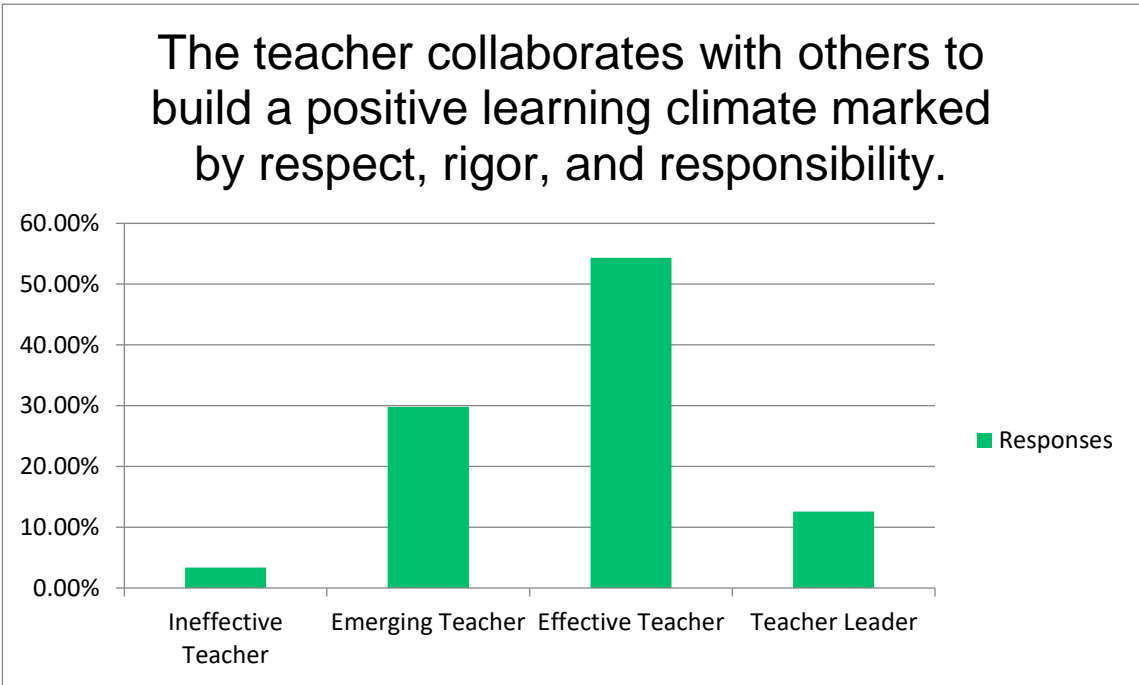
Is the teacher that you are rating tenured or probationary?

| Answer Choices | Responses | |
|-----------------|-----------|------------|
| Tenured | 3.96% | 36 |
| Probationary | 96.04% | 874 |
| Answered | | 910 |



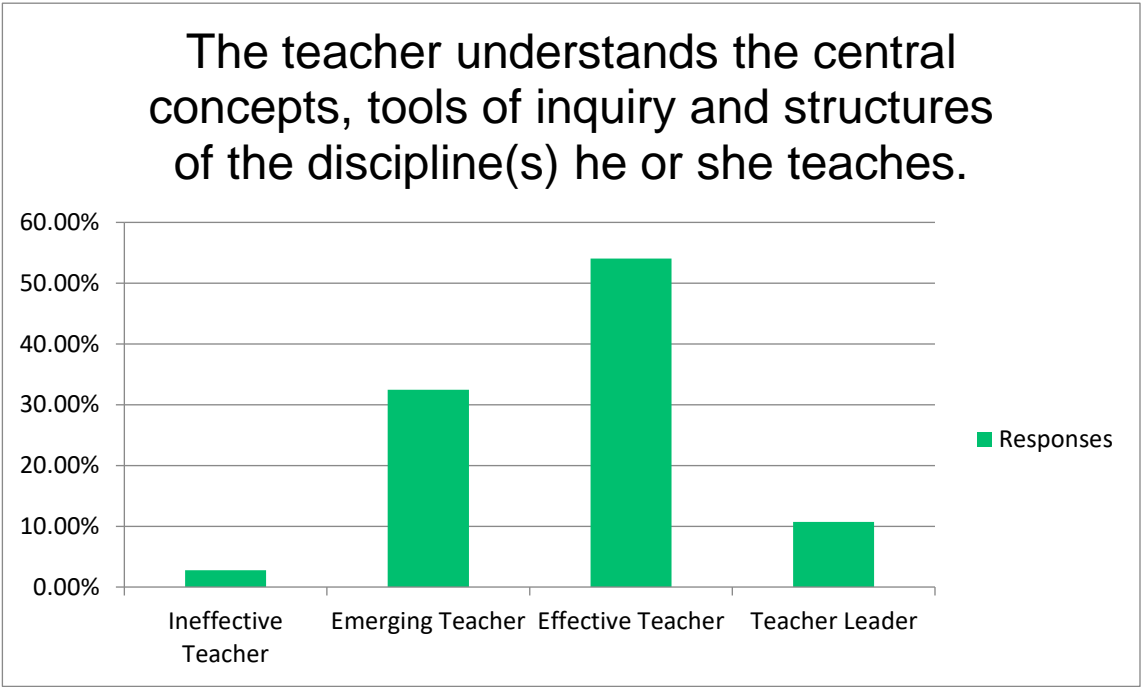
2017-2018 ALACTE Survey For Employers of New Teachers
The teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility.

| 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 |



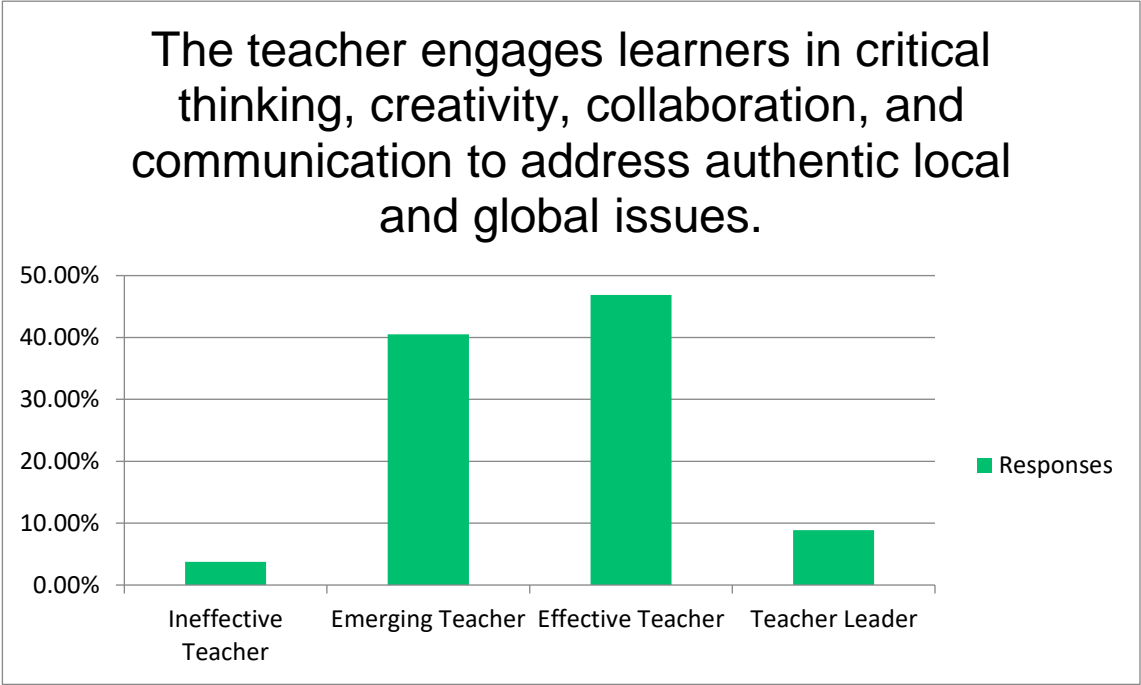
2017-2018 ALACTE Survey For Employers of New Teachers
The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches.

| 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 |



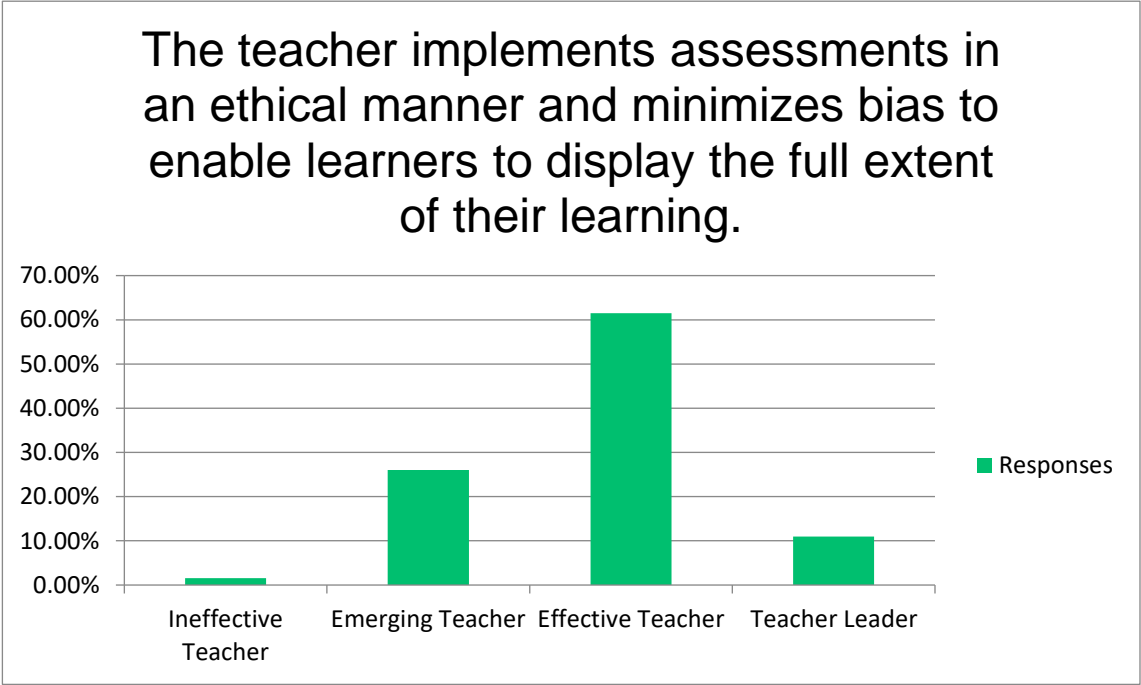
2017-2018 ALACTE Survey For Employers of New Teachers
The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues.

| 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 |



2017-2018 ALACTE Survey For Employers of New Teachers
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 |

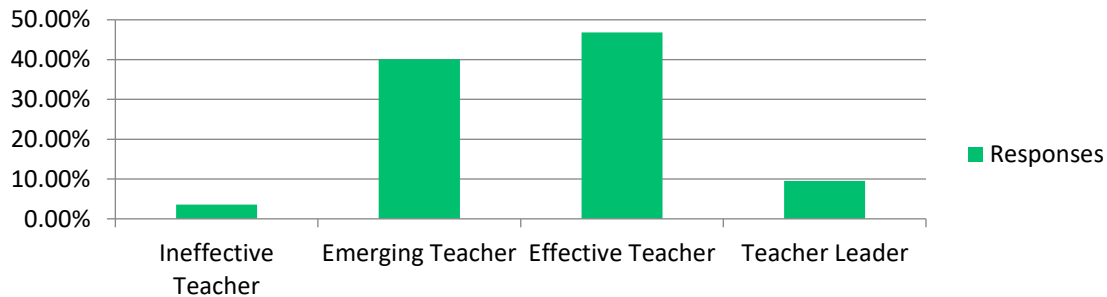


2017-2018 ALACTE Survey For Employers of New Teachers

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 |

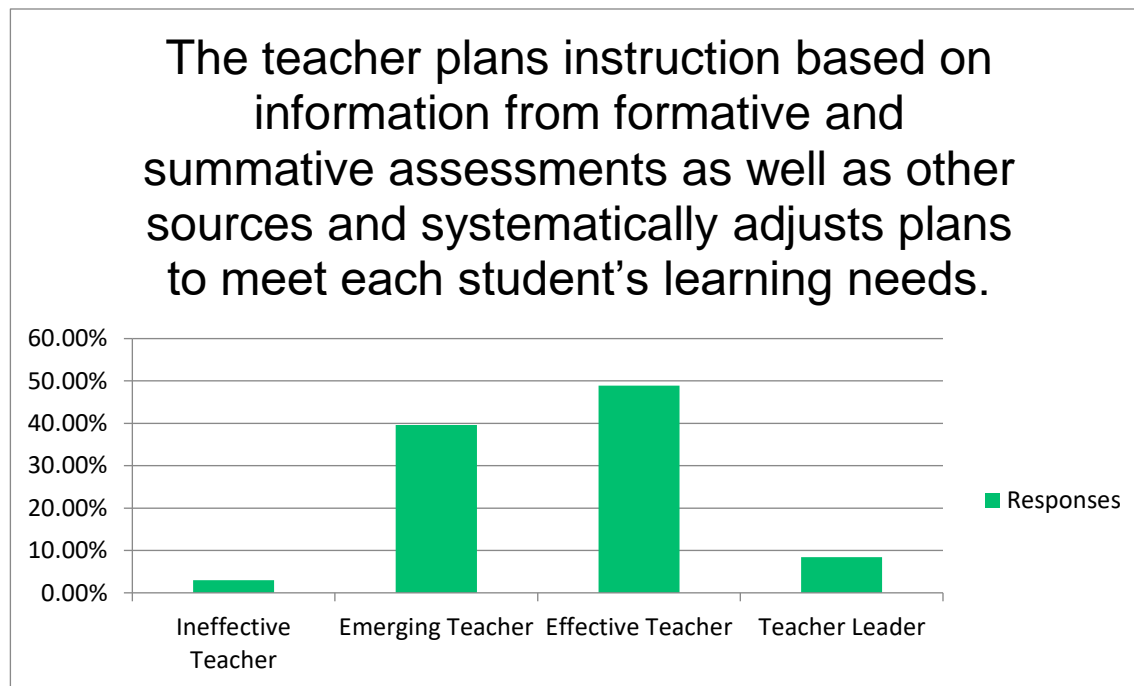
The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills.



2017-2018 ALACTE Survey For Employers of New Teachers

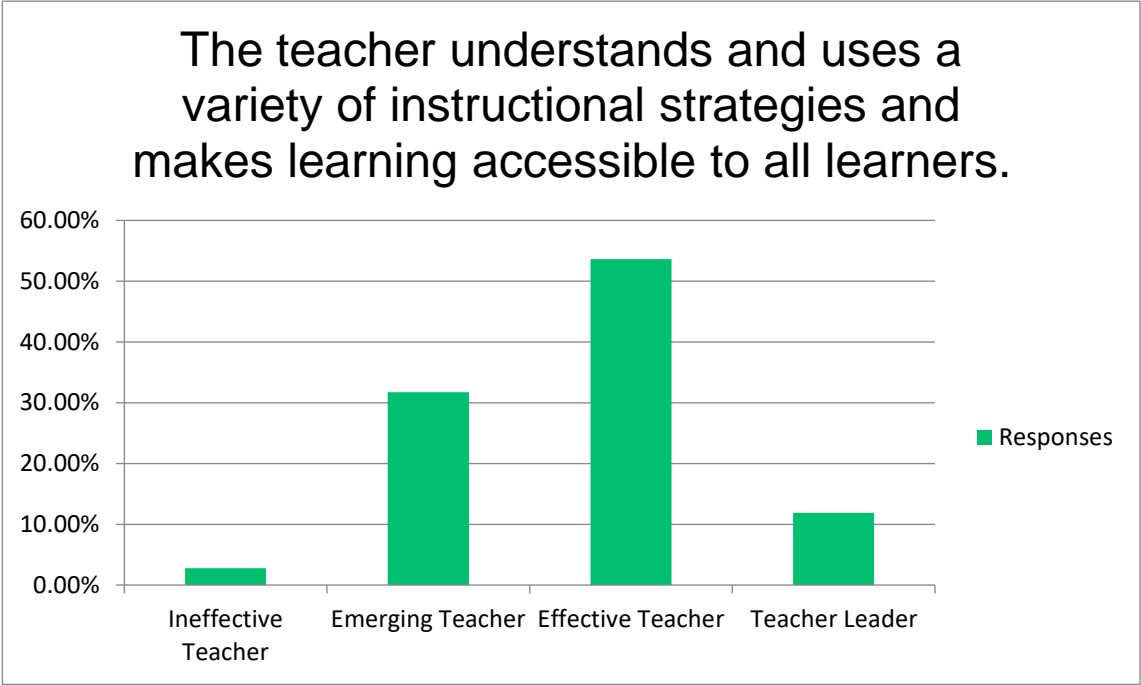
The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student's learning needs.

| 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 |



2017-2018 ALACTE Survey For Employers of New Teachers
The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners.

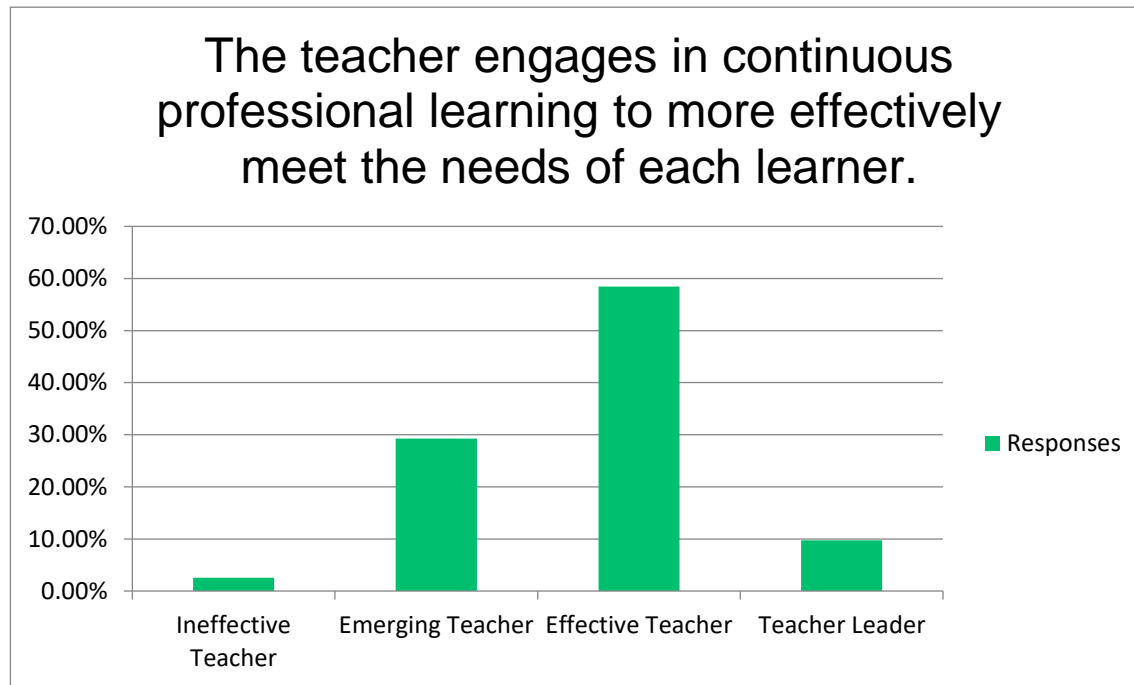
| Answer Choices | Responses | |
|---------------------|-----------|------------|
| Ineffective Teacher | 2.78% | 23 |
| Emerging Teacher | 31.72% | 262 |
| Effective Teacher | 53.63% | 443 |
| Teacher Leader | 11.86% | 98 |
| Answered | | 826 |



2017-2018 ALACTE Survey For Employers of New Teachers

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

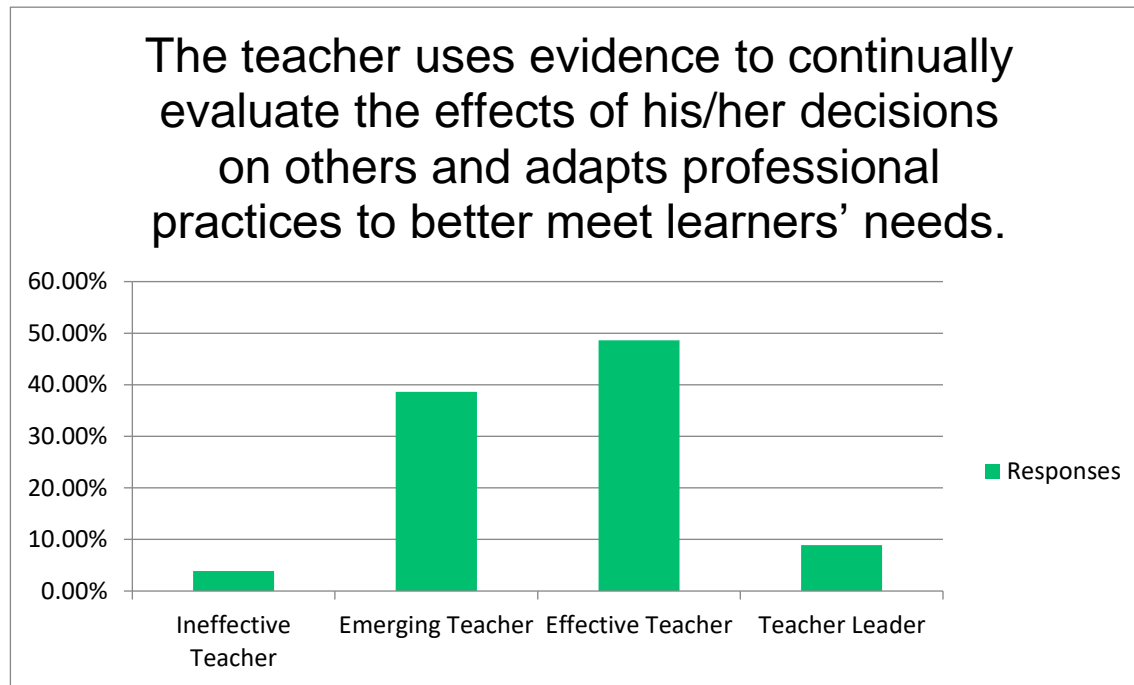
| Answer Choices | Responses | |
|---------------------|-----------------|------------|
| Ineffective Teacher | 2.53% | 21 |
| Emerging Teacher | 29.28% | 243 |
| Effective Teacher | 58.43% | 485 |
| Teacher Leader | 9.76% | 81 |
| | Answered | 830 |



2017-2018 ALACTE Survey For Employers of New Teachers

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

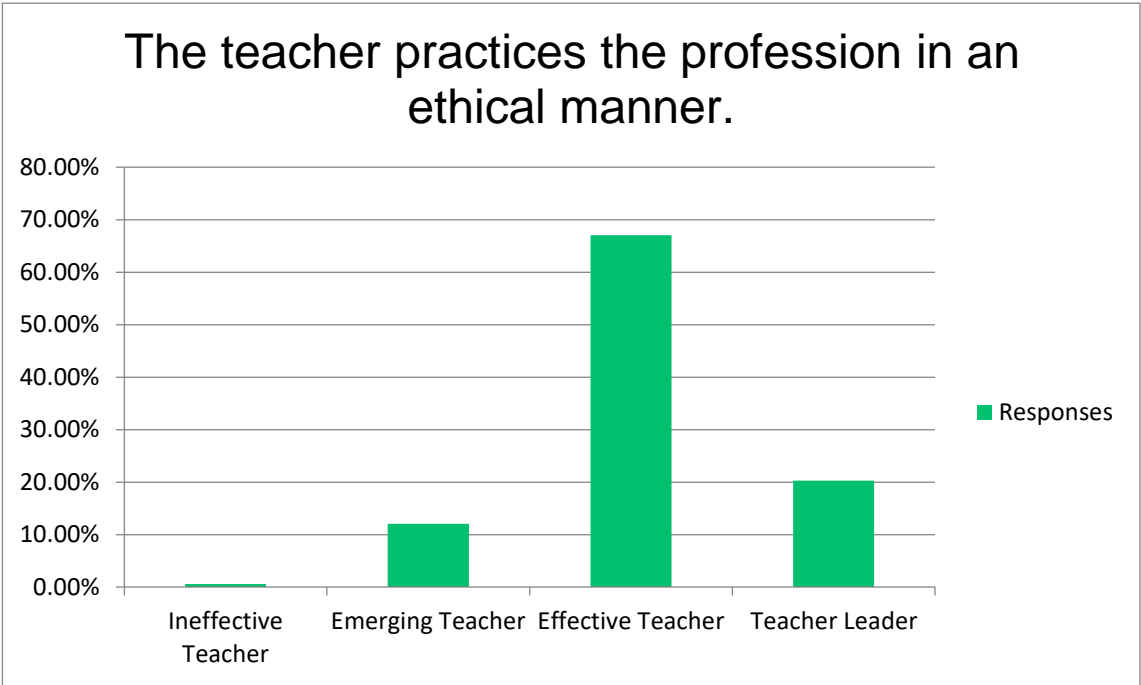
| Answer Choices | Responses | |
|---------------------|-----------------|------------|
| Ineffective Teacher | 3.85% | 32 |
| Emerging Teacher | 38.63% | 321 |
| Effective Teacher | 48.62% | 404 |
| Teacher Leader | 8.90% | 74 |
| | Answered | 831 |



2017-2018 ALACTE Survey For Employers of New Teachers

The teacher practices the profession in an ethical manner.

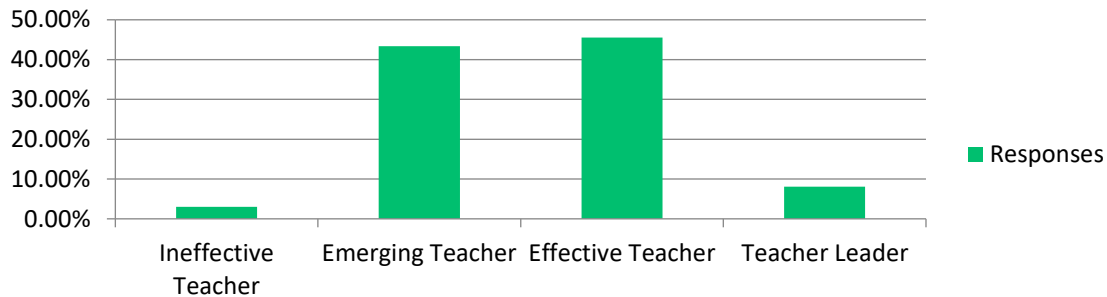
| Answer Choices | Responses | |
|---------------------|-----------|------------|
| Ineffective Teacher | 0.60% | 5 |
| Emerging Teacher | 12.06% | 100 |
| Effective Teacher | 67.07% | 556 |
| Teacher Leader | 20.27% | 168 |
| Answered | | 829 |



2017-2018 ALACTE Survey For Employers of New Teachers
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.

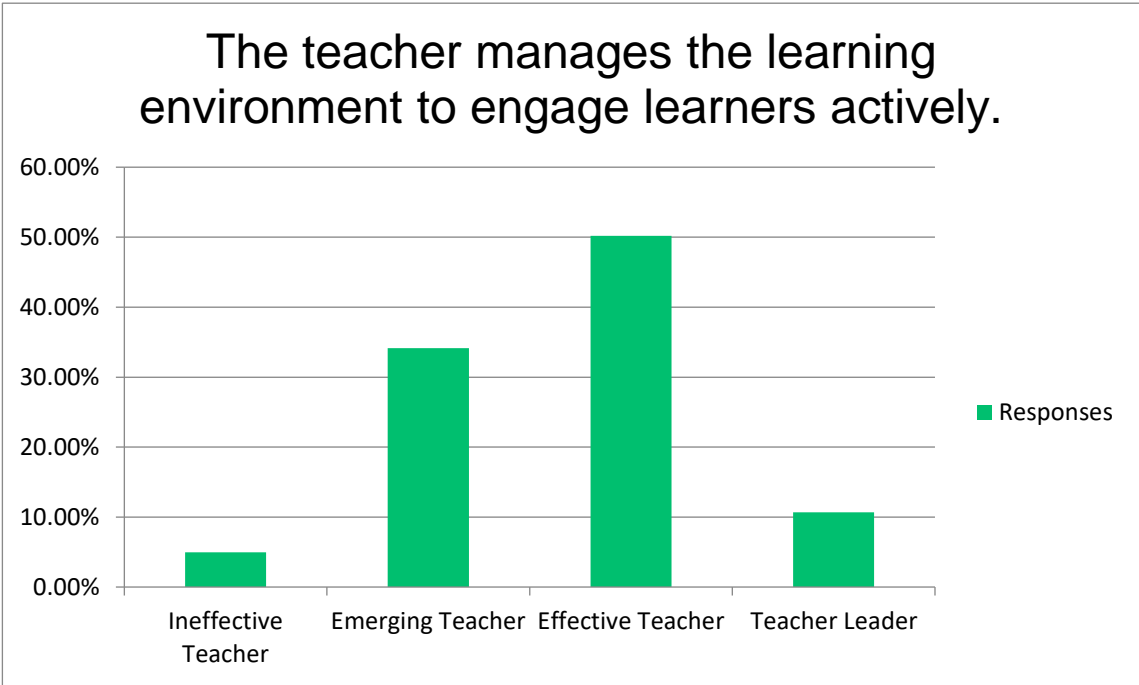
| Answer Choices | Responses | |
|---------------------|-----------------|------------|
| Ineffective Teacher | 3.03% | 25 |
| Emerging Teacher | 43.34% | 358 |
| Effective Teacher | 45.52% | 376 |
| Teacher Leader | 8.11% | 67 |
| | Answered | 826 |

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.



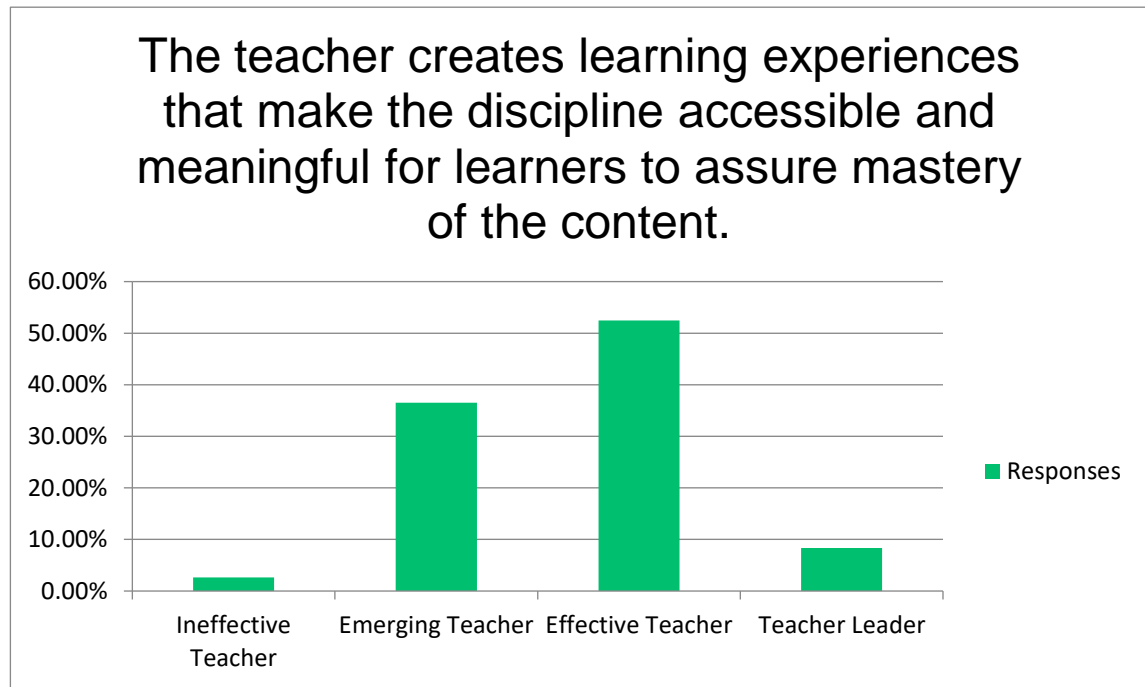
2017-2018 ALACTE Survey For Employers of New Teachers
The teacher manages the learning environment to engage learners actively.

| 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 |



2017-2018 ALACTE Survey For Employers of New Teachers
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 |

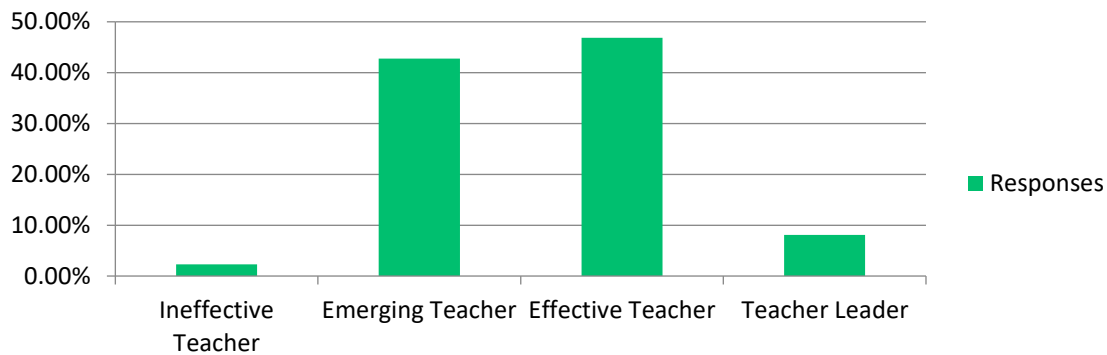


2017-2018 ALACTE Survey For Employers of New Teachers

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 |

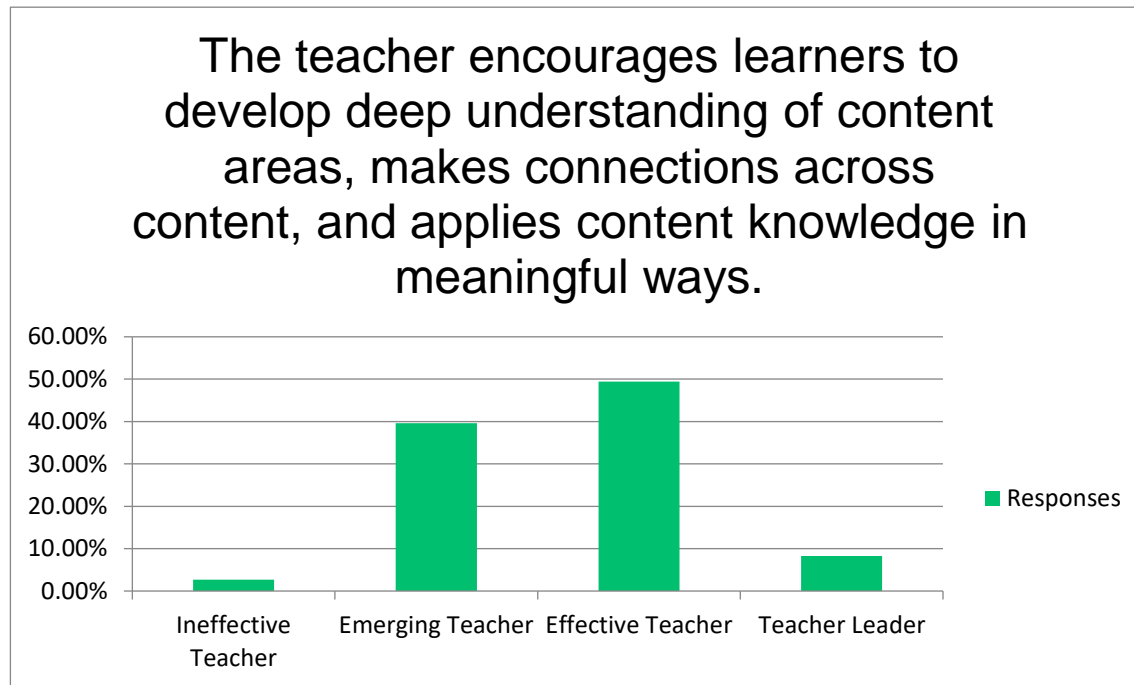
The teacher uses, designs, or adapts multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives.



2017-2018 ALACTE Survey For Employers of New Teachers

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

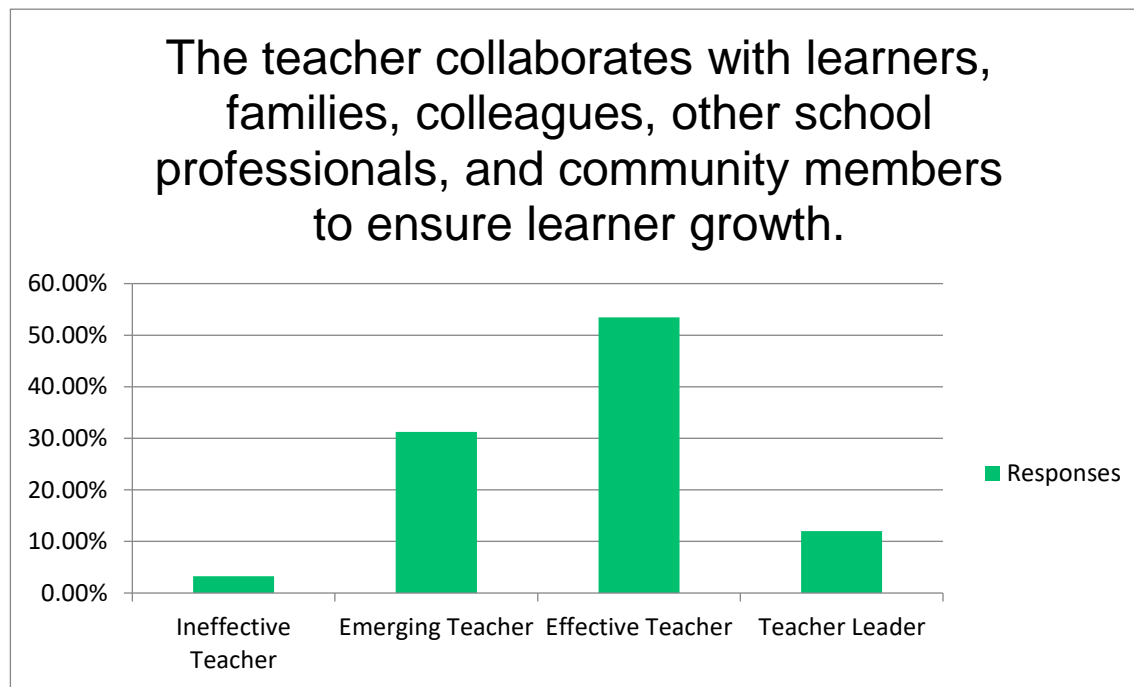
| Answer Choices | Responses | |
|---------------------|-----------------|------------|
| Ineffective Teacher | 2.65% | 22 |
| Emerging Teacher | 39.59% | 329 |
| Effective Teacher | 49.46% | 411 |
| Teacher Leader | 8.30% | 69 |
| | Answered | 831 |



2017-2018 ALACTE Survey For Employers of New Teachers

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

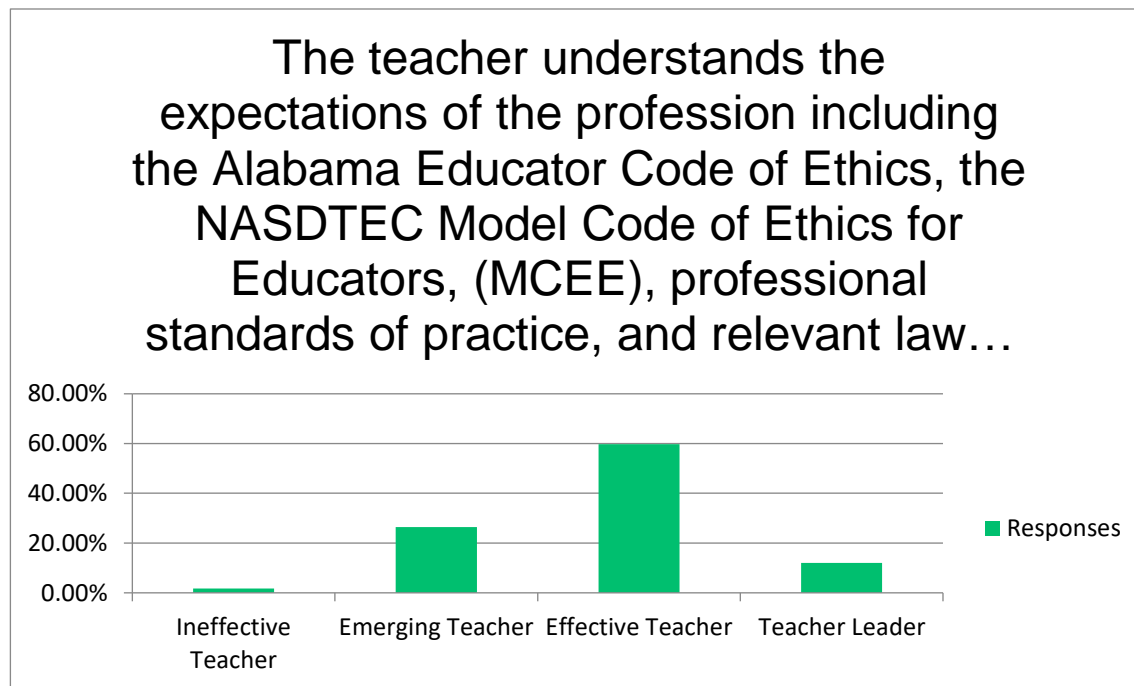
| Answer Choices | Responses | |
|---------------------|-----------------|------------|
| Ineffective Teacher | 3.27% | 27 |
| Emerging Teacher | 31.27% | 258 |
| Effective Teacher | 53.45% | 441 |
| Teacher Leader | 12.00% | 99 |
| | Answered | 825 |



2017-2018 ALACTE Survey For Employers of New Teachers

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 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 |

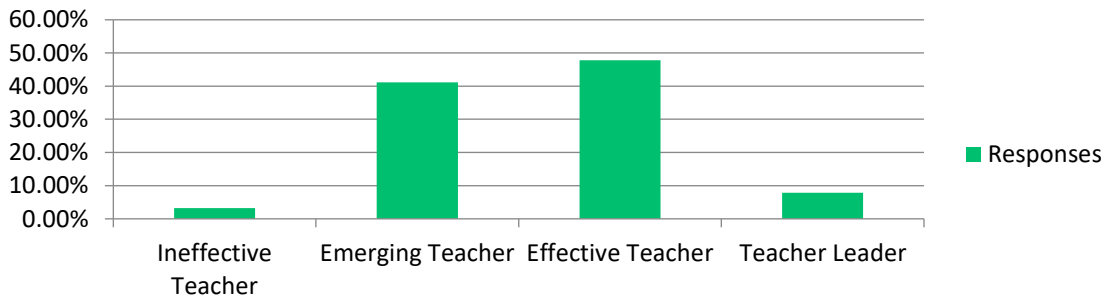


2017-2018 ALACTE Survey For Employers of New Teachers

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 |

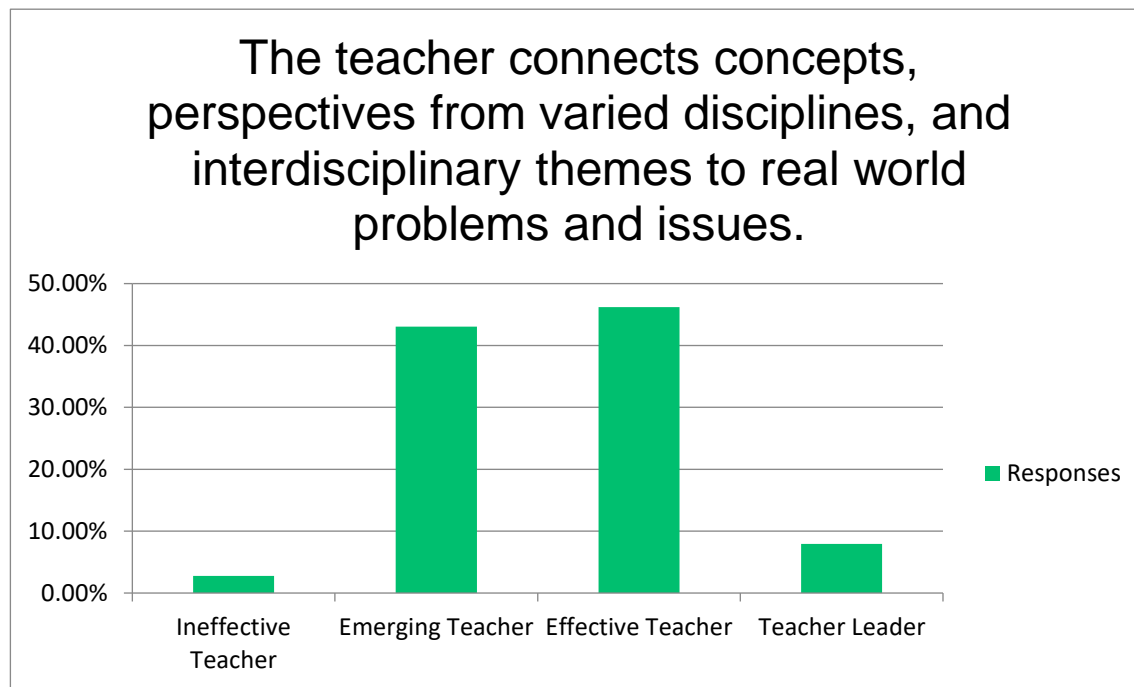
The teacher uses understanding of learners' commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards.



2017-2018 ALACTE Survey For Employers of New Teachers

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

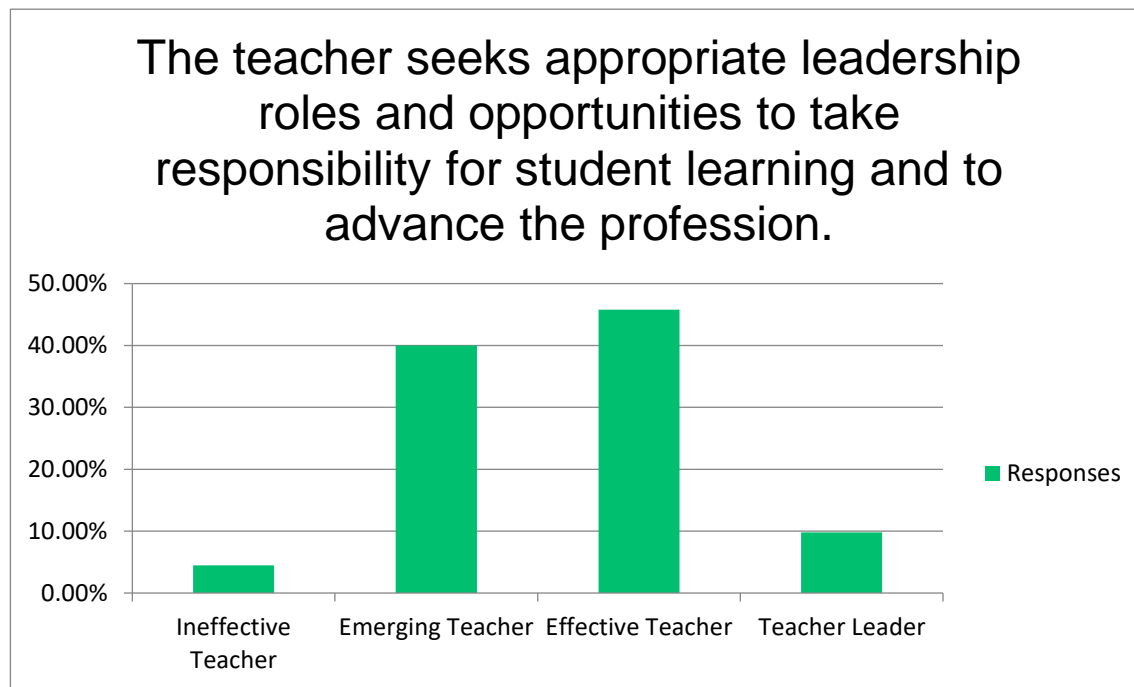
| Answer Choices | Responses | |
|---------------------|-----------------|------------|
| Ineffective Teacher | 2.77% | 23 |
| Emerging Teacher | 43.06% | 357 |
| Effective Teacher | 46.20% | 383 |
| Teacher Leader | 7.96% | 66 |
| | Answered | 829 |



2017-2018 ALACTE Survey For Employers of New Teachers

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

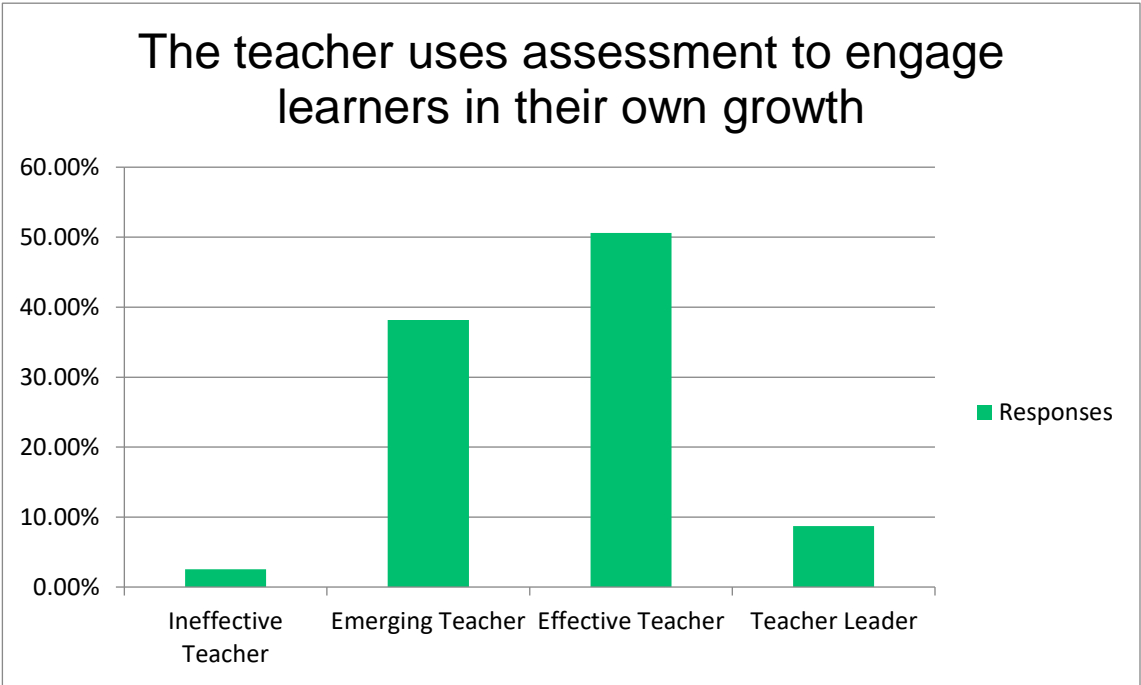
| Answer Choices | Responses | |
|---------------------|-----------------|------------|
| Ineffective Teacher | 4.47% | 37 |
| Emerging Teacher | 39.98% | 331 |
| Effective Teacher | 45.77% | 379 |
| Teacher Leader | 9.78% | 81 |
| | Answered | 828 |



2017-2018 ALACTE Survey For Employers of New Teachers
The teacher uses assessment to engage learners in their own growth

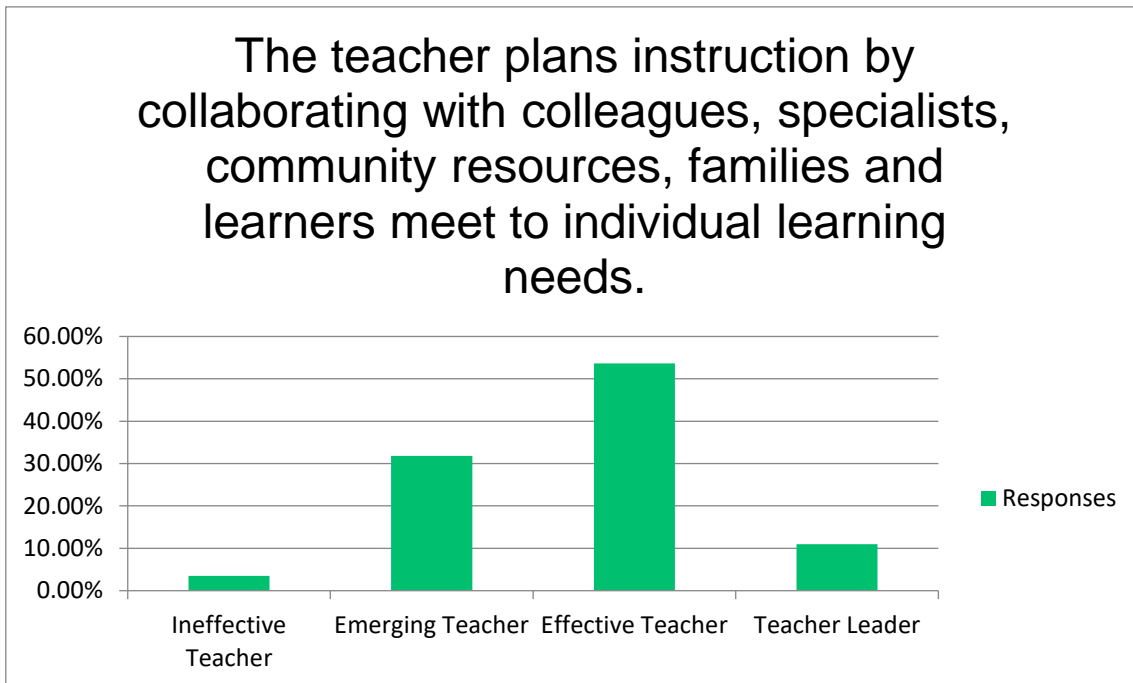
Answer Choices

- Ineffective Teacher
- Emerging Teacher
- Effective Teacher
- Teacher Leader



2017-2018 ALACTE Survey For Employers of New Teachers
The teacher plans instruction by collaborating with colleagues, specialists, community resources, families and learners meet to individual learning needs.

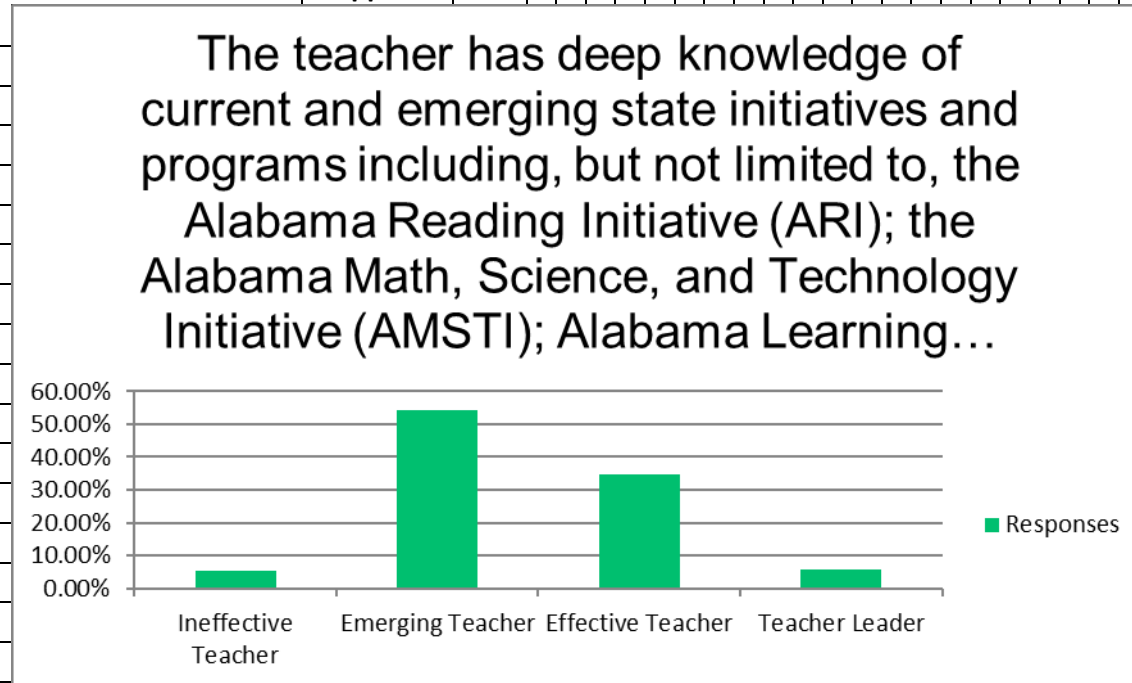
| Answer Choices | Responses | |
|---------------------|-----------|------------|
| Ineffective Teacher | 3.50% | 29 |
| Emerging Teacher | 31.85% | 264 |
| Effective Teacher | 53.68% | 445 |
| Teacher Leader | 10.98% | 91 |
| Answered | | 829 |



2017-2018 ALACTE Survey For Employers of New Teachers

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.

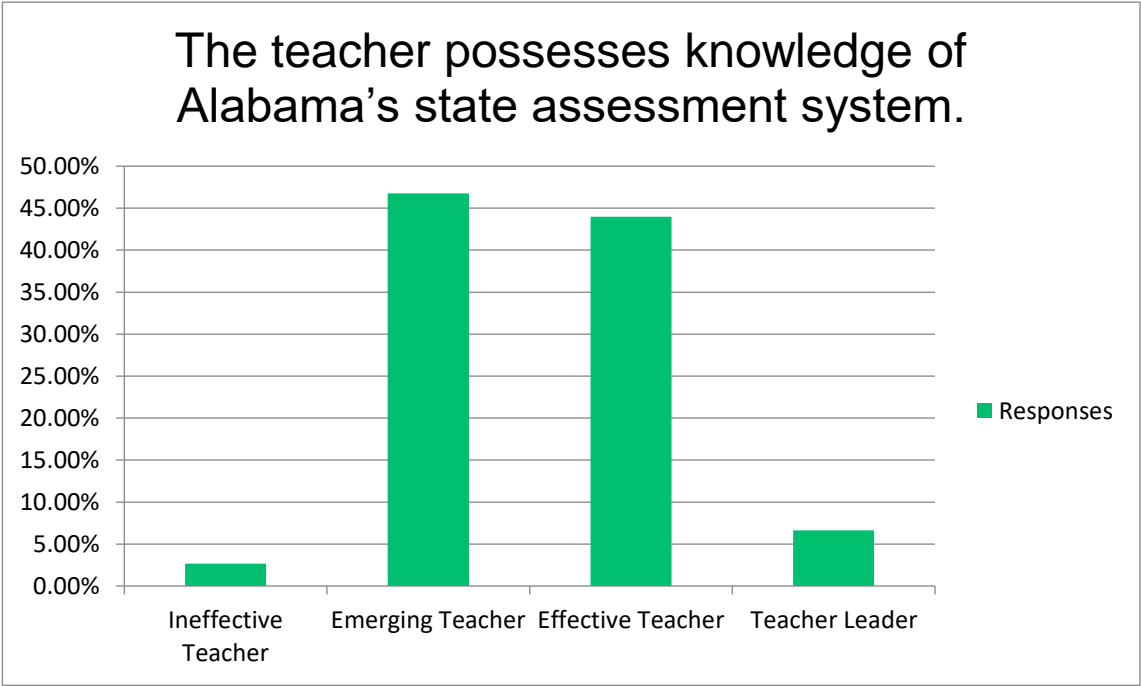
| Answer Choices | Responses | |
|---------------------|-----------------|------------|
| Ineffective Teacher | 5.19% | 43 |
| Emerging Teacher | 54.40% | 451 |
| Effective Teacher | 34.62% | 287 |
| Teacher Leader | 5.79% | 48 |
| | Answered | 829 |
| | Skipped | 95 |



2017-2018 ALACTE Survey For Employers of New Teachers

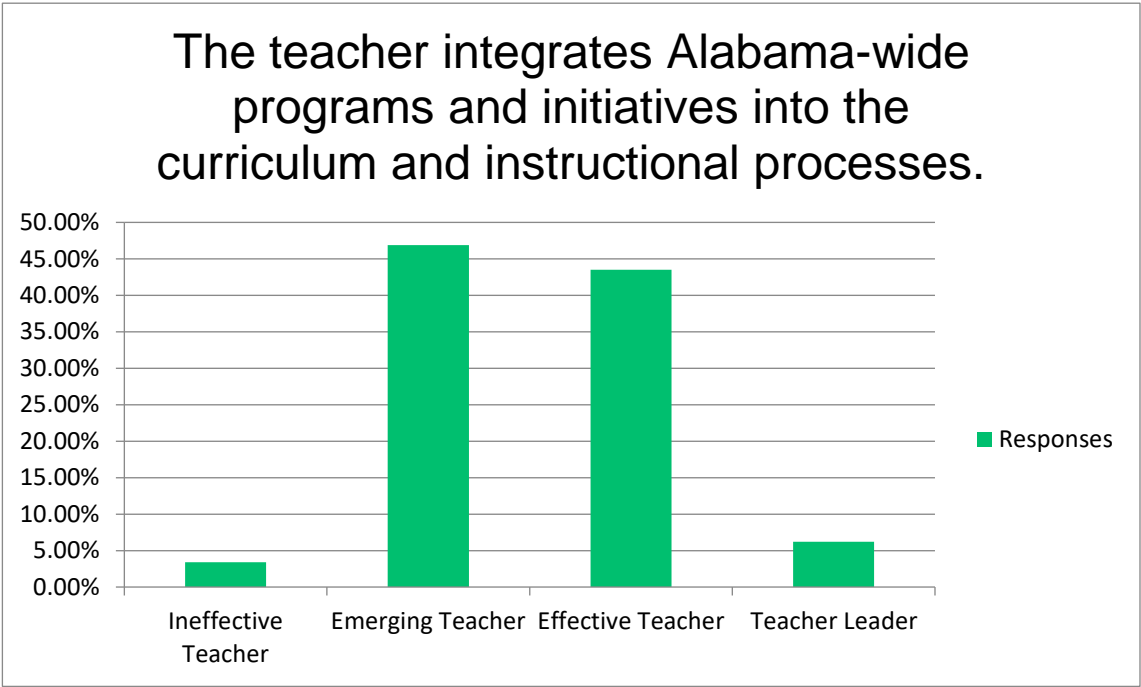
The teacher possesses knowledge of Alabama’s state assessment system.

| 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 |



2017-2018 ALACTE Survey For Employers of New Teachers
The teacher integrates Alabama-wide programs and initiatives into the curriculum and instructional processes.

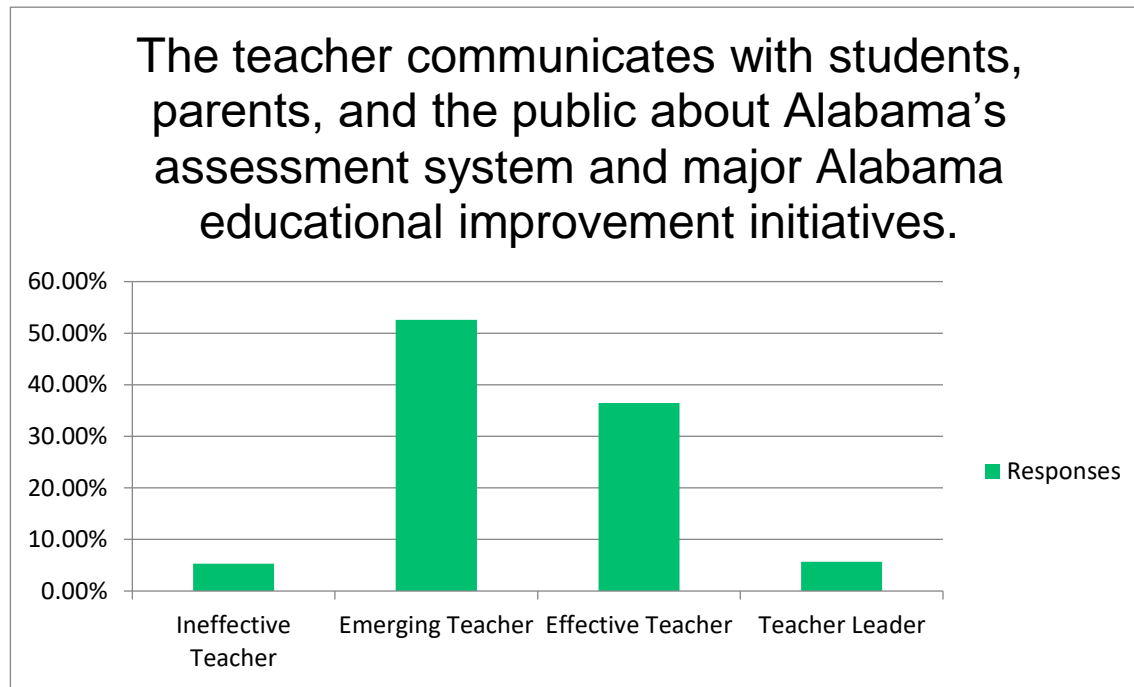
| Answer Choices | Responses | |
|---------------------|-----------|------------|
| Ineffective Teacher | 3.40% | 28 |
| Emerging Teacher | 46.90% | 386 |
| Effective Teacher | 43.50% | 358 |
| Teacher Leader | 6.20% | 51 |
| Answered | | 823 |



2017-2018 ALACTE Survey For Employers of New Teachers

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 |



2017-2018 ALACTE Survey For Employers of New Teachers

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

| | |
|-----------------|------------|
| Answered | 382 |
| Skipped | 542 |