# 2019: DESE Hiring Principal Survey

## Hiring Principal Survey 2018-2019

In an effort to improve the quality of teacher preparation in Massachusetts, the Massachusetts Department of Elementary and Secondary Education (DESE) is administering a survey to principals who hired teachers that have recently completed a teacher preparation program for Initial licensure.  
  
The purpose of the Hiring Principal Survey is to provide DESE and educator preparation providers with feedback regarding your experience with the candidate and will help us assess the strengths and areas for improvement within each teacher preparation program. In eight questions, DESE would like you to rate how well the Teacher Preparation Program at **[SO]** prepared **[2017-2018 Teacher Completer First and Last Name]** to teach.  
  
We recognize that you may serve as a hiring principal for more than one completer in the state. **We ask that you complete THIS survey based on your experience with [2017-2018 Teacher Completer First and Last Name]who was prepared by [SO].**  
  
The survey is designed to take **2 - 5 minutes**. Again, we appreciate your time in supporting the development of this survey.   
  
Individual responses will be kept confidential and results will only be reported in the aggregate**.** Your candor is appreciated.  
  
If you have any questions, please contact the [**Educator Preparation Team**](mailto:edprep@doe.mass.edu?subject=2019%20Hiring%20Principal%20Survey) at [**edprep@doe.mass.edu**](mailto:edprep@doe.mass.edu?subject=2019%20Hiring%20Principal%20Survey).  
  
Thank you again for your participation.

### Background

The following questions seek demographic data about you as a principal. Basic information is collected as context for future research.

#### 1) Which district did you work in during the 2018-2019 school year?\*

#### 2) To what extent do you agree or disagree with the following statement: "In general, I believe that it is possible for first-year teachers to positively impact student learning from their first day in the classroom."

( ) Agree ( ) Somewhat Agree ( ) Neither Agree nor Disagree ( ) Somewhat Disagree ( ) Disagree

#### 3) How long has [2017-2018 Teacher Completer First and Last Name] been employed in your school?

( ) 1 year

( ) 2-3 years

( ) 4-6 years

( ) 7-10 years

( ) 11+ years

#### 4) What has been the depth of interaction you have had with this teacher during the 2018-2019 academic year?

( ) Minimal

( ) Limited

( ) Moderate

( ) Substantial

( ) Very Extensive

#### 5) Did this teacher complete his/her practicum/student-teaching in your school?\*

( ) Yes

( ) No

( ) I don't know

#### 6) Based on your experiences 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]

#### 7) Was this teacher employed as a teacher of record in your school prior to this academic year?\*

( ) Yes

( ) No

#### 8) How did you identify this teacher as one who met your hiring needs? (Check all that apply):\*

[ ] I have a strategic partnership with the teacher's preparation program.

[ ] I identified this teacher when they completed their student teaching experience in my school.

[ ] I identified this teacher through their job application to my district.

[ ] Other - Write In: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Hiring Principal Feedback

#### 9) 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:

|  | **Top 1%** | **Top 10%** | **Top 25%** | **Typical** | **Bottom 50%** |
| --- | --- | --- | --- | --- | --- |
| Demonstrates sound knowledge and understanding of the content and the pedagogy it requires. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Implements well structured lessons. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Makes adjustments to practice based on assessment data. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Meets the diverse needs of learners within the classroom. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Maintains an academic learning environment where students are unafraid to take academic risks. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Consistently enforces high expectations for all students. | ( ) | ( ) | ( ) | ( ) | ( ) |
| Uses self-reflection to improve practice. | ( ) | ( ) | ( ) | ( ) | ( ) |

### Candidate Assessment of Performance (CAP) Feedback

**The next set of questions is *not teacher candidate-specific*. Please consider the Candidate Assessment of Performance (CAP) overall, not just in relation to your experience with the teacher candidate listed above. If you have already completed this section of the survey for a different teacher, please stop here.**

#### 10) Have you already completed this section in a previously filled out survey?\*

( ) I have completed this section in previously filled out survey.

( ) I have not completed this section of the survey.

( ) I do not wish to continue.

#### 11) Have you had teacher candidates in your school who completed the Candidate Assessment of Performance (CAP) as part of their practicum/student teaching experience?  (Note: The CAP is the performance assessment required for program completion. CAP requires candidates to engage in the same 5-Step Cycle activities as in-service teachers and assesses candidate performance on essential elements from the Standards of Effective Practice)

( ) Yes

( ) No

( ) I'm not sure

#### 12)  How many teacher candidates completed their practicum/student teaching experience and CAP at your school this year?

( ) 1

( ) 2

( ) 3

( ) 4

( ) 5

( ) 6

( ) 6+

( ) I don't know

#### 13) Based on your experiences with teacher candidates who completed their practicum at your school this past year, to what extent do you agree with the following statements?

|  | **Agree** | **Somewhat Agree** | **Neither Agree nor Disagree** | **Somewhat Disagree** | **Disagree** | **Too soon for me to know** |
| --- | --- | --- | --- | --- | --- | --- |
| CAP assessed authentic teaching practices that are relevant to the first year of teaching. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| CAP helps improve teacher candidate readiness for the licensure role. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| CAP helps prepare teacher candidates to make an impact on student learning in this school. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |

#### 14) Select the response that best describes the experiences of Supervising Practitioners at your school.

( ) Supervising Practitioners spend too much time on CAP.

( ) Supervising Practitioners spend an appropriate amount of time on CAP.

( ) Supervising Practitioners spend too little time on CAP.

### Thank You!

Thank you for taking our survey! Your response is very important to us.  
  
Recent completers from teacher preparation programs that work in your school building were also sent a feedback survey from DESE. Although their survey looks different than the one you just completed, it does ask them to share their perspectives on the quality of preparation they received. All data will be shared back with the teacher preparation program to inform continuous improvement and is anonymous. **We ask that you consider reminding the recent program completers in your building to complete their survey to help increase the survey response rate.**  
  
We have included sample language below for your consideration:  
  
**Dear \_\_\_\_\_\_\_\_\_\_\_\_\_,****The Massachusetts Department of Elementary and Secondary Education (DESE) recently administered a survey to all individuals that completed an initial teacher program in 2017-2018 and were employed in a Massachusetts public school in 2018-2019.****I'm reaching out to you now to encourage you to complete the survey. The survey will ask you to rate your perceptions of readiness across key program areas and standards based on your experience at your teacher preparation program. This data is invaluable because it helps to improve the program. Responses are confidential.****Please use the individual link sent to you by DESE. Please be sure to check your spam and junk folders.****If you'd like to learn more about the surveys, please see DESE's** [**website**](http://www.doe.mass.edu/edprep/surveys/)**.**   
  
**If you have any questions about the surveys, please contact the** [***Educator Preparation***](mailto:edprep@doe.mass.edu?subject=2019%20Completer%20Survey) **team at DESE by emailing** [***edprep@doe.mass.edu***](mailto:edprep@doe.mass.edu?subject=2019%20Completer%20Survey)**.****Thank you!**