A picture of the DESE logo.

# DESE Hiring Principal Survey 2024

### To ensure effective teaching and improve PK-12 student outcomes and experiences across the state, 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. DESE would like to know how well you feel the teacher preparation program at [contact('organization')] prepared the teacher candidate who was hired to work within your school. The purpose of this survey is to (1) help DESE evaluate the quality of the preparation program and (2) provide the preparation program provider with feedback that can be used to assess the strengths and areas for improvement within the program. **Individual responses will be kept confidential, and results will only be shared in the aggregate**. You may have served as a hiring principal for more than one program completer in 2023-2024. We ask that you complete this survey based on your experience with****[contact('first name')] [contact('last name')]**** who was prepared by ****[contact('organization')]****. If you have any questions, please contact EducatorPreparation@mass.gov. We appreciate your time and feedback.

#### 1) Which district did you work in during the 2023-2024 school year?

( ) Abby Kelley Foster Charter Public (District)

( ) Abington

( ) Academy Of the Pacific Rim Charter Public (District)

( ) Acton (non-op)

( ) Acton-Boxborough

( ) Acushnet

( ) Adams (non-op)

( ) Adams-Cheshire

( ) Advanced Math and Science Academy Charter (District)

( ) Agawam

( ) Alford (non-op)

( ) Alma del Mar Charter School (District)

( ) Amesbury

( ) Amherst

( ) Amherst-Pelham

( ) Andover

( ) Aquinnah (non-op)

( ) Argosy Collegiate Charter School (District)

( ) Arlington

( ) Ashburnham (non-op)

( ) Ashburnham-Westminster

( ) Ashby (non-op)

( ) Ashfield (non-op)

( ) Ashland

( ) Assabet Valley Regional Vocational Technical

( ) Athol (non-op)

( ) Athol-Royalston

( ) Atlantis Charter (District)

( ) Attleboro

( ) Auburn

( ) Avon

( ) Ayer (non-op)

( ) Ayer Shirley School District

( ) Barnstable

( ) Barnstable Community Horace Mann Charter Public (District)

( ) Barre (non-op)

( ) Baystate Academy Charter Public School (District)

( ) Becket (non-op)

( ) Bedford

( ) Belchertown

( ) Bellingham

( ) Belmont

( ) Benjamin Banneker Charter Public (District)

( ) Benjamin Franklin Classical Charter Public (District)

( ) Bentley Academy Charter School (District)

( ) Berkley

( ) Berkshire Arts and Technology Charter Public (District)

( ) Berkshire Hills

( ) Berlin

( ) Berlin-Boylston

( ) Bernardston (non-op)

( ) Beverly

( ) Billerica

( ) Blackstone (non-op)

( ) Blackstone Valley Regional Vocational Technical

( ) Blackstone-Millville

( ) Blandford (non-op)

( ) Blue Hills Regional Vocational Technical

( ) Bolton (non-op)

( ) Boston

( ) Boston Collegiate Charter (District)

( ) Boston Day and Evening Academy Charter (District)

( ) Boston Green Academy Horace Mann Charter School (District)

( ) Boston Preparatory Charter Public (District)

( ) Boston Renaissance Charter Public (District)

( ) Bourne

( ) Boxborough (non-op)

( ) Boxford

( ) Boylston

( ) Braintree

( ) Brewster

( ) Bridge Boston Charter School (District)

( ) Bridgewater (non-op)

( ) Bridgewater-Raynham

( ) Brimfield

( ) Bristol County Agricultural

( ) Bristol-Plymouth Regional Vocational Technical

( ) Brockton

( ) Brooke Charter School (District)

( ) Brookfield

( ) Brookline

( ) Buckland (non-op)

( ) Burlington

( ) Cambridge

( ) Canton

( ) Cape Cod Lighthouse Charter (District)

( ) Cape Cod Regional Vocational Technical

( ) Carlisle

( ) Carver

( ) Central Berkshire

( ) Charlemont (non-op)

( ) Charlton (non-op)

( ) Chatham (non-op)

( ) Chelmsford

( ) Chelsea

( ) Cheshire (non-op)

( ) Chester (non-op)

( ) Chesterfield (non-op)

( ) Chesterfield-Goshen

( ) Chicopee

( ) Chilmark (non-op)

( ) Christa McAuliffe Charter Public (District)

( ) City on a Hill Charter Public School Circuit Street (District)

( ) City on a Hill Charter Public School Dudley Square (District)

( ) City on a Hill Charter Public School New Bedford (District)

( ) Clarksburg

( ) Clinton

( ) Codman Academy Charter Public (District)

( ) Cohasset

( ) Collegiate Charter School of Lowell (District)

( ) Colrain (non-op)

( ) Community Charter School of Cambridge (District)

( ) Community Day Charter Public School - Gateway (District)

( ) Community Day Charter Public School - Prospect (District)

( ) Community Day Charter Public School - R. Kingman Webster (District)

( ) Concord

( ) Concord-Carlisle

( ) Conservatory Lab Charter (District)

( ) Conway

( ) Cummington (non-op)

( ) Dalton (non-op)

( ) Danvers

( ) Dartmouth

( ) Dedham

( ) Deerfield

( ) Dennis (non-op)

( ) Dennis-Yarmouth

( ) Devens (non-op)

( ) Dighton (non-op)

( ) Dighton-Rehoboth

( ) Douglas

( ) Dover

( ) Dover-Sherborn

( ) Dracut

( ) Dudley (non-op)

( ) Dudley Street Neighborhood Charter School (District)

( ) Dudley-Charlton Reg

( ) Dunstable (non-op)

( ) Duxbury

( ) East Bridgewater

( ) East Brookfield (non-op)

( ) East Longmeadow

( ) Eastham

( ) Easthampton

( ) Easton

( ) Edgartown

( ) Edward M. Kennedy Academy for Health Careers (Horace Mann Charter) (District)

( ) Egremont (non-op)

( ) Erving

( ) Essex (non-op)

( ) Essex North Shore Agricultural and Technical School District

( ) Everett

( ) Excel Academy Charter (District)

( ) Fairhaven

( ) Fall River

( ) Falmouth

( ) Farmington River Reg

( ) Fitchburg

( ) Florida

( ) Four Rivers Charter Public (District)

( ) Foxborough

( ) Foxborough Regional Charter (District)

( ) Framingham

( ) Francis W. Parker Charter Essential (District)

( ) Franklin

( ) Franklin County Regional Vocational Technical

( ) Freetown (non-op)

( ) Freetown-Lakeville

( ) Frontier

( ) Gardner

( ) Gateway

( ) Georgetown

( ) Gill (non-op)

( ) Gill-Montague

( ) Global Learning Charter Public (District)

( ) Gloucester

( ) Goshen (non-op)

( ) Gosnold

( ) Grafton

( ) Granby

( ) Granville (non-op)

( ) Great Barrington (non-op)

( ) Greater Fall River Regional Vocational Technical

( ) Greater Lawrence Regional Vocational Technical

( ) Greater Lowell Regional Vocational Technical

( ) Greater New Bedford Regional Vocational Technical

( ) Greenfield

( ) Greenfield Commonwealth Virtual District

( ) Groton (non-op)

( ) Groton-Dunstable

( ) Groveland (non-op)

( ) Hadley

( ) Halifax

( ) Hamilton (non-op)

( ) Hamilton-Wenham

( ) Hampden (non-op)

( ) Hampden Charter School of Science East (District)

( ) Hampden Charter School of Science West (District)

( ) Hampden-Wilbraham

( ) Hampshire

( ) Hancock

( ) Hanover

( ) Hanson (non-op)

( ) Hardwick (non-op)

( ) Harvard

( ) Harwich (non-op)

( ) Hatfield

( ) Haverhill

( ) Hawlemont

( ) Hawley (non-op)

( ) Heath (non-op)

( ) Helen Y. Davis Leadership Academy Charter Public (District)

( ) Hill View Montessori Charter Public (District)

( ) Hilltown Cooperative Charter Public (District)

( ) Hingham

( ) Hinsdale (non-op)

( ) Holbrook

( ) Holden (non-op)

( ) Holland

( ) Holliston

( ) Holyoke

( ) Holyoke Community Charter (District)

( ) Hopedale

( ) Hopkinton

( ) Hubbardston (non-op)

( ) Hudson

( ) Hull

( ) Huntington (non-op)

( ) Innovation Academy Charter (District)

( ) Institutional Schools

( ) Ipswich

( ) KIPP Academy Boston Charter School (District)

( ) KIPP Academy Lynn Charter (District)

( ) King Philip

( ) Kingston

( ) Lakeville (non-op)

( ) Lancaster (non-op)

( ) Lanesborough

( ) Lawrence

( ) Lawrence Family Development Charter (District)

( ) Lee

( ) Leicester

( ) Lenox

( ) Leominster

( ) Leverett

( ) Lexington

( ) Leyden (non-op)

( ) Libertas Academy Charter School (District)

( ) Lincoln

( ) Lincoln-Sudbury

( ) Littleton

( ) Longmeadow

( ) Lowell

( ) Lowell Community Charter Public (District)

( ) Lowell Middlesex Academy Charter (District)

( ) Ludlow

( ) Lunenburg

( ) Lynn

( ) Lynnfield

( ) MATCH Charter Public School (District)

( ) Ma Academy for Math and Science

( ) Malden

( ) Manchester (non-op)

( ) Manchester Essex Regional

( ) Mansfield

( ) Map Academy Charter School (District)

( ) Marblehead

( ) Marblehead Community Charter Public (District)

( ) Marion

( ) Marlborough

( ) Marshfield

( ) Martha's Vineyard

( ) Martha's Vineyard Charter (District)

( ) Martin Luther King Jr. Charter School of Excellence (District)

( ) Masconomet

( ) Mashpee

( ) Mattapoisett

( ) Maynard

( ) Medfield

( ) Medford

( ) Medway

( ) Melrose

( ) Mendon (non-op)

( ) Mendon-Upton

( ) Merrimac (non-op)

( ) Methuen

( ) Middleborough

( ) Middlefield (non-op)

( ) Middleton

( ) Milford

( ) Millbury

( ) Millis

( ) Millville (non-op)

( ) Milton

( ) Minuteman Regional Vocational Technical

( ) Mohawk Trail

( ) Monomoy Regional School District

( ) Monroe (non-op)

( ) Monson

( ) Montachusett Regional Vocational Technical

( ) Montague (non-op)

( ) Monterey (non-op)

( ) Montgomery (non-op)

( ) Mount Greylock

( ) Mount Washington (non-op)

( ) Mystic Valley Regional Charter (District)

( ) Nahant

( ) Nantucket

( ) Narragansett

( ) Nashoba

( ) Nashoba Valley Regional Vocational Technical

( ) Natick

( ) Nauset

( ) Needham

( ) Neighborhood House Charter (District)

( ) New Ashford (non-op)

( ) New Bedford

( ) New Braintree (non-op)

( ) New Heights Charter School of Brockton (District)

( ) New Marlborough (non-op)

( ) New Salem (non-op)

( ) New Salem-Wendell

( ) Newbury (non-op)

( ) Newburyport

( ) Newton

( ) Norfolk

( ) Norfolk County Agricultural

( ) North Adams

( ) North Andover

( ) North Attleborough

( ) North Brookfield

( ) North Middlesex

( ) North Reading

( ) Northampton

( ) Northampton-Smith Vocational Agricultural

( ) Northboro-Southboro

( ) Northborough

( ) Northbridge

( ) Northeast Metropolitan Regional Vocational Technical

( ) Northern Berkshire Regional Vocational Technical

( ) Northfield (non-op)

( ) Norton

( ) Norwell

( ) Norwood

( ) Oak Bluffs

( ) Oakham (non-op)

( ) Old Colony Regional Vocational Technical

( ) Old Rochester

( ) Old Sturbridge Academy Charter Public School (District)

( ) Orange

( ) Orleans

( ) Otis (non-op)

( ) Oxford

( ) Palmer

( ) Pathfinder Regional Vocational Technical

( ) Paulo Freire Social Justice Charter School (District)

( ) Paxton (non-op)

( ) Peabody

( ) Pelham

( ) Pembroke

( ) Pentucket

( ) Pepperell (non-op)

( ) Peru (non-op)

( ) Petersham

( ) Phillipston (non-op)

( ) Phoenix Academy Public Charter High School Lawrence (District)

( ) Phoenix Academy Public Charter High School Springfield (District)

( ) Phoenix Charter Academy (District)

( ) Pioneer Charter School of Science (District)

( ) Pioneer Charter School of Science II (PCSS-II) (District)

( ) Pioneer Valley

( ) Pioneer Valley Chinese Immersion Charter (District)

( ) Pioneer Valley Performing Arts Charter Public (District)

( ) Pittsfield

( ) Plainfield (non-op)

( ) Plainville

( ) Plymouth

( ) Plympton

( ) Princeton (non-op)

( ) Prospect Hill Academy Charter (District)

( ) Provincetown

( ) Quabbin

( ) Quaboag Regional

( ) Quincy

( ) Ralph C Mahar

( ) Randolph

( ) Raynham (non-op)

( ) Reading

( ) Rehoboth (non-op)

( ) Revere

( ) Richmond

( ) Rising Tide Charter Public (District)

( ) River Valley Charter (District)

( ) Rochester

( ) Rockland

( ) Rockport

( ) Rowe

( ) Rowley (non-op)

( ) Roxbury Preparatory Charter (District)

( ) Royalston (non-op)

( ) Russell (non-op)

( ) Rutland (non-op)

( ) Sabis International Charter (District)

( ) Salem

( ) Salem Academy Charter (District)

( ) Salisbury (non-op)

( ) Sandisfield (non-op)

( ) Sandwich

( ) Saugus

( ) Savoy

( ) Scituate

( ) Seekonk

( ) Seven Hills Charter Public (District)

( ) Sharon

( ) Shawsheen Valley Regional Vocational Technical

( ) Sheffield (non-op)

( ) Shelburne (non-op)

( ) Sherborn

( ) Shirley (non-op)

( ) Shrewsbury

( ) Shutesbury

( ) Silver Hill Horace Mann Charter (District)

( ) Silver Lake

( ) Sizer School: A North Central Charter Essential (District)

( ) Somerset

( ) Somerset Berkley Regional School District

( ) Somerville

( ) South Hadley

( ) South Middlesex Regional Vocational Technical

( ) South Shore Charter Public (District)

( ) South Shore Regional Vocational Technical

( ) Southampton

( ) Southborough

( ) Southbridge

( ) Southeastern Regional Vocational Technical

( ) Southern Berkshire

( ) Southern Worcester County Regional Vocational Technical

( ) Southfield (non-op)

( ) Southwick (non-op)

( ) Southwick-Tolland-Granville Regional School District

( ) Spencer (non-op)

( ) Spencer-E Brookfield

( ) Springfield

( ) Springfield Preparatory Charter School (District)

( ) Sterling (non-op)

( ) Stockbridge (non-op)

( ) Stoneham

( ) Stoughton

( ) Stow (non-op)

( ) Sturbridge

( ) Sturgis Charter Public (District)

( ) Sudbury

( ) Sunderland

( ) Sutton

( ) Swampscott

( ) Swansea

( ) TEC Connections Academy Commonwealth Virtual School District

( ) Tantasqua

( ) Taunton

( ) Templeton (non-op)

( ) Tewksbury

( ) Tisbury

( ) Tolland (non-op)

( ) Topsfield

( ) Townsend (non-op)

( ) Tri-County Regional Vocational Technical

( ) Triton

( ) Truro

( ) Tyngsborough

( ) Tyringham (non-op)

( ) UP Academy Charter School of Boston (District)

( ) UP Academy Charter School of Dorchester (District)

( ) Up-Island Regional

( ) Upper Cape Cod Regional Vocational Technical

( ) Upton (non-op)

( ) Uxbridge

( ) Veritas Preparatory Charter School (District)

( ) Wachusett

( ) Wakefield

( ) Wales

( ) Walpole

( ) Waltham

( ) Ware

( ) Wareham

( ) Warren (non-op)

( ) Warwick (non-op)

( ) Washington (non-op)

( ) Watertown

( ) Wayland

( ) Webster

( ) Wellesley

( ) Wellfleet

( ) Wendell (non-op)

( ) Wenham (non-op)

( ) West Boylston

( ) West Bridgewater

( ) West Brookfield (non-op)

( ) West Newbury (non-op)

( ) West Springfield

( ) West Stockbridge (non-op)

( ) West Tisbury (non-op)

( ) Westborough

( ) Westfield

( ) Westford

( ) Westhampton

( ) Westminster (non-op)

( ) Weston

( ) Westport

( ) Westwood

( ) Weymouth

( ) Whately

( ) Whitman (non-op)

( ) Whitman-Hanson

( ) Whittier Regional Vocational Technical

( ) Wilbraham (non-op)

( ) Williamsburg

( ) Williamstown

( ) Wilmington

( ) Winchendon

( ) Winchester

( ) Windsor (non-op)

( ) Winthrop

( ) Woburn

( ) Worcester

( ) Worthington

( ) Wrentham

( ) Yarmouth (non-op)

( ) ACCEPT Education Collaborative

( ) Assabet Valley Collaborative

( ) Bi-County Collaborative (BICO)

( ) C.A.S.E. Concord Area SPED Collaborative

( ) CAPS Education Collaborative

( ) Cape Cod Collaborative

( ) Central Massachusetts SPED Collaborative

( ) Collaborative for Educational Services

( ) Collaborative for Regional Educational Service and Training (CREST)

( ) EDCO Collaborative

( ) FLLAC Collaborative

( ) LABBB Collaborative

( ) Lower Pioneer Valley Educational Collaborative

( ) North River Collaborative

( ) Northshore Education Consortium

( ) Pilgrim Area Collaborative (PAC)

( ) READS Collaborative

( ) SEEM Collaborative

( ) Shore Educational Collaborative

( ) South Coast Educational Collaborative

( ) South Shore Educational Collaborative (SSEC)

( ) Southeastern Mass. Educational Collaborative (SMEC)

( ) Southern Worcester County Educational Collaborative

( ) The Education Cooperative (TEC)

( ) Valley Collaborative

#### 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 be effective educators for all students (with particular focus on those from systemically marginalized races, ethnicities, identity groups, and backgrounds) from their first day in the classroom."

* Disagree
* Somewhat Disagree
* Neither Agree nor Disagree
* Somewhat Agree
* Agree

#### 3) How long has [contact("first name")] [contact("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 2023-2024 academic year?

* Minimal
* Moderate
* Extensive

#### 5) Did this teacher complete their 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 they were ready to meet the needs of students in your school?

* **Not ready** [unable to meet the needs of students]
* **Minimally ready** [limited success meeting the needs of students and improving outcomes]
* **Moderately ready** [needed additional support, training and coaching to be successful]
* **Mostly ready** [able to successfully meet the needs of most students]
* **Fully ready** [immediately impactful with 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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

#### 9) ****Relative to all other teachers**** that you have worked with (both novice and experienced), where does this teacher rank?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Top 1%** | **Top 10%** | **Top 25%** | **Typical** | **Bottom 50%** |
| Demonstrates the fluent content knowledge needed to be effective in the licensure role. |  |  |  |  |  |
| Demonstrates the pedagogical skills needed to be an effective educator for all students (with particular focus on those from systemically marginalized races, ethnicities, identity groups, and backgrounds). |  |  |  |  |  |
| Demonstrates sound knowledge of the subject matter by \* using evidence-based pedagogical practices that enable students to develop and apply grade-level knowledge and skills in authentic contexts; \* supporting students to make connections between the subject matter and real-world issues with impact on their communities and their world; and \* understanding the difference between social and academic language and the importance of this difference in planning, differentiating, and delivering effective instruction for English learners at various levels of English language proficiency and literacy. |  |  |  |  |  |
| Uses analysis and conclusions from a wide range of assessment data and feedback from colleagues, students, and families to adjust practice and implement differentiated and scaffolded supports for improved and more equitable student learning outcomes. |  |  |  |  |  |
| Supports all students to meet or exceed high expectations, produce high-quality work, and develop self-awareness and skills for independent learning by \* using evidence-based pedagogical practices to provide equitable opportunities for grade-level learning; \* providing supports, scaffolds, and tools to meet students’ needs; \* providing clear criteria for success (e.g., models, rubrics, exemplars); and \* reinforcing perseverance and effort with challenging content and tasks. |  |  |  |  |  |
| Creates and maintains a safe, supportive, and inclusive environment by \* co-creating meaningful rituals and routines with students; \* supporting student accountability for the impact of their actions, enabling students to take academic risks and share ideas freely; \* modeling and reinforcing respect for and affirmation of their own and others’ differences related to background, identity, language, strengths, and challenges (self- and social awareness); and \* seeking feedback from students on their experience of the classroom learning environment and making aligned adjustments to practice. |  |  |  |  |  |
| Reflects on the effectiveness of instruction and how one’s identities, biases, and practices impact student learning and well-being; and works to improve practice and eliminate learning inequities across race, gender, ethnicity, language, disability and ability, and other aspects of student identities, such that all students can meet or exceed grade-level standards. |  |  |  |  |  |
| Critically analyzes the quality of and skillfully uses curricular materials. |  |  |  |  |  |
| Meets the needs of English Learners. |  |  |  |  |  |