### dese logo

# DESE Hiring Principal Survey 2023

### 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 hrired 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 2022-2023. 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.

## Background

#### 1) Which district did you work in during the 2022-2023 school year?

[list of MA districts]

#### 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 2022-2023 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 he/she was 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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## Hiring Principal Feedback

#### 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). |  |  |  |  |  |
| Uses a variety of informal and formal methods of assessment to measure student learning, growth, and understanding, develop differentiated and enhanced learning experiences, and improve future instruction.  |  |  |  |  |  |
| Creates and maintains a safe and collaborative learning environment that values diversity and motivates students to take academic risks, challenge themselves, and claim ownership of their learning.  |  |  |  |  |  |
| Collaborates with families and communities to create and implement strategies for supporting student learning and development both at home and at school. |  |  |  |  |  |
| Uses instructional planning, materials, and student engagement approaches that support students of diverse races, ethnicities, cultures, linguistic background, strengths, and challenges. |  |  |  |  |  |
| Critically analyzes the quality of and skillfully uses curricular materials.  |  |  |  |  |  |
| Meets the needs of English Learners.  |  |  |  |  |  |
| Reflects on own practice to improve teaching and learning.  |  |  |  |  |  |

### Thank you.We value your feedback and time spent.If you would like to receive news and information from the Massachusetts Department of Elementary and Secondary Education, please [click here](https://www.doe.mass.edu/news/newsletter-signup.html).