North Dakota Common Metrics
2023 Supervisor Survey

Network for Excellence in Teaching (NExT)

Dickinson State University Report

November 2023

Prepared by
[Stacy Duffield](), Ph.D.
Satya Pasupuleti, M.Sc.

PART B. NEW TEACHER PERFORMANCE

Table 9. New Teacher Performance: Instructional Practice. To what extent do you agree or disagree that this first-year teacher does the following?

	Total Respondents	Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%
Effectively teaches the subject matter in his/her licensure area.	7	0	0.00	1	14.29	1	14.29	5	71.43
Selects instructional strategies to align with curriculum standards.	7	0	0.00	0	0.00	2	28.57	5	71.43
Designs activities where students engage with subject matter from a variety of perspectives.	7	0	0.00	0	0.00	1	14.29	6	85.71
Accounts for students' prior knowledge or experiences in instructional planning.	7	0	0.00	1	14.29	2	28.57	4	57.14
Designs long-range instructional plans that meet curricular goals.	7	0	0.00	2	28.57	0	0.00	5	71.43
Regularly adjusts instructional plans to meet students' needs.	7	0	0.00	1	14.29	1	14.29	5	71.43
Plans lessons with clear learning objectives/goals in mind.	7	0	0.00	1	14.29	1	14.29	5	71.43
Designs and modifies assessments to match learning objectives.	7	0	0.00	1	14.29	1	14.29	5	71.43
Provides students with meaningful feedback to guide next steps in learning.	7	0	0.00	1	14.29	1	14.29	5	71.43
Engages students in self-assessment strategies.	6	0	0.00	0	0.00	2	33.33	4	66.67
Uses formative and summative assessments to inform instructional practice.	7	0	0.00	1	14.29	0	0.00	6	85.71

	Total Respondents	Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%
Identifies issues of reliability and validity in assessment.	7	0	0.00	1	14.29	1	14.29	5	71.43
Analyzes multiple and appropriate types of assessment data to identify student learning needs.	7	0	0.00	1	14.29	1	14.29	5	71.43
Differentiates assessment for all learners.	7	0	0.00	1	14.29	1	14.29	5	71.43
Uses digital and interactive technologies to achieve instructional learning goals.	7	0	0.00	0	0.00	0	0.00	7	100.00
Engages students in using a range of technology tools to achieve learning goals.	7	0	0.00	0	0.00	0	0.00	7	100.00
Helps students develop critical thinking processes.	7	0	0.00	0	0.00	2	28.57	5	71.43
Helps students develop skills to solve complex problems.	7	0	0.00	2	28.57	0	0.00	5	71.43
Makes interdisciplinary connections among core subjects.	7	0	0.00	1	14.29	0	0.00	6	85.71
Knows where and how to access resources to build global awareness and understanding.	7	0	0.00	0	0.00	1	14.29	6	85.71
Helps students analyze multiple sources of evidence to draw sound conclusions.	7	0	0.00	0	0.00	2	28.57	5	71.43

Note. Data from items B1a-t. "Unable to Respond" responses were excluded from the frequency calculation.

Table 10. New Teacher Performance: Instructional Practice. To what extent do you agree or disagree that this first-year teacher does the following?

	#	Mean[a]	SD
Effectively teaches the subject matter in his/her licensure area.	7	3.57	0.73
Selects instructional strategies to align with curriculum standards.	7	3.71	0.45
Designs activities where students engage with subject matter from a variety of perspectives.	7	3.86	0.35
Accounts for students' prior knowledge or experiences in instructional planning.	7	3.43	0.73
Designs long-range instructional plans that meet curricular goals.	7	3.43	0.90
Regularly adjusts instructional plans to meet students' needs.	7	3.57	0.73
Plans lessons with clear learning objectives/goals in mind.	7	3.57	0.73
Designs and modifies assessments to match learning objectives.	7	3.57	0.73
Provides students with meaningful feedback to guide next steps in learning.	7	3.57	0.73
Engages students in self-assessment strategies.	6	3.67	0.47
Uses formative and summative assessments to inform instructional practice.	7	3.71	0.70
Identifies issues of reliability and validity in assessment.	7	3.57	0.73
Analyzes multiple and appropriate types of assessment data to identify student learning needs.	7	3.57	0.73
Differentiates assessment for all learners	7	3.57	0.73
Uses digital and interactive technologies to achieve instructional goals.	7	4.00	0.00

	#	Mean[a]	SD
Engages students in using a range of technology tools to achieve learning goals.	7	4.00	0.00
Helps students develop critical thinking processes.	7	3.71	0.45
Helps students develop skills to solve complex problems.	7	3.43	0.90
Makes interdisciplinary connections among core subjects.	7	3.71	0.70
Knows where and how to access resources to build global awareness and understanding.	7	3.86	0.35
Helps students analyze multiple sources of evidence to draw sound conclusions.	7	3.71	0.45

Note. Data from items B1a-t. Scale: 1 = Disagree; 2 = Tend to Disagree; 3 = Tend to Agree; 4 = Agree.
[a]"Unable to Respond" responses were excluded from the mean calculation.

Table 11. New Teacher Performance: Diverse Learners. To what extent do you agree or disagree that this first-year teacher does the following?

	Total Respondents	Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%
Effectively teaches students from culturally and ethnically diverse backgrounds and communities.	6	0	0.00	0	0.00	2	33.33	4	66.67
Differentiates instruction for a variety of learning needs.	7	0	0.00	1	14.29	1	14.29	5	71.43
Differentiates for students at varied developmental levels.	7	0	0.00	2	28.57	0	0.00	5	71.43
Differentiates to meet the needs of students from various socioeconomic backgrounds.	7	0	0.00	1	14.29	1	14.29	5	71.43
Differentiates instruction for students with IEPs and 504 plans.	7	0	0.00	1	14.29	1	14.29	5	71.43
Differentiates instruction for students with mental health needs.	7	0	0.00	1	14.29	1	14.29	5	71.43
Differentiates instruction for gifted and talented students.	5	0	0.00	1	20.00	1	20.00	3	60.00
Differentiates instruction for English-language learners.	3	0	0.00	0	0.00	1	33.33	2	66.67
Accesses resources to foster learning for students with diverse needs.	7	0	0.00	0	0.00	2	28.57	5	71.43

Note. Data from items B2a-j. "Unable to Respond" responses were excluded from the frequency calculation.

Table 12. New Teacher Performance: Diverse Learners. To what extent do you agree or disagree that this first-year teacher does the following?

	#	Mean[a]	SD
Effectively teaches students from culturally and ethnically diverse backgrounds and communities.	6	3.67	0.47
Differentiates instruction for a variety of learning needs.	7	3.57	0.73
Differentiates for students at varied developmental levels.	7	3.43	0.90
Differentiates to meet the needs of students from various socioeconomic backgrounds.	7	3.57	0.73
Differentiates instruction for students with IEPs and 504 plans.	7	3.57	0.73
Differentiates instruction for students with mental health needs.	7	3.57	0.73
Differentiates instruction for gifted and talented students.	5	3.40	0.80
Differentiates instruction for English-language learners.	3	3.67	0.47
Accesses resources to foster learning for students with diverse needs.	7	3.71	0.45

Note. Data from items B2a-j. Scale: 1 = Disagree; 2 = Tend to Disagree; 3 = Tend to Agree; 4 = Agree.
[a]"Unable to Respond" responses were excluded from the mean calculation.

Table 13. New Teacher Performance: Learning Environment. To what extent do you agree or disagree that this first-year teacher does the following?

	Total Respondents	Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%
Clearly communicates expectations for appropriate student behavior.	7	0	0.00	0	0.00	2	28.57	5	71.43
Uses effective communication skills and strategies to convey ideas and information to students.	7	0	0.00	0	0.00	2	28.57	5	71.43
Connects core content to students' real-life experiences.	6	0	0.00	0	0.00	1	16.67	5	83.33
Helps students work together to achieve learning goals.	7	0	0.00	0	0.00	1	14.29	6	85.71
Develops and maintains a classroom environment that promotes student engagement.	7	0	0.00	1	14.29	1	14.29	5	71.43
Responds appropriately to student behavior.	7	0	0.00	2	28.57	0	0.00	5	71.43
Creates a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	7	0	0.00	0	0.00	2	28.57	5	71.43
Helps students regulate their own behavior.	7	0	0.00	1	14.29	1	14.29	5	71.43
Effectively organizes the physical environment of the classroom for instruction.	7	0	0.00	0	0.00	1	14.29	6	85.71

Note. Data from items B3a-i. "Unable to Respond" responses were excluded from the frequency calculation.

Table 14. New Teacher Performance: Learning Environment. To what extent do you agree or disagree that this first-year teacher does the following?

	#	Mean[a]	SD
Clearly communicates expectations for appropriate student behavior.	7	3.71	0.45
Uses effective communication skills and strategies to convey ideas and information to students.	7	3.71	0.45
Connects core content to students' real-life experiences.	6	3.83	0.37
Helps students work together to achieve learning goals.	7	3.86	0.35
Develops and maintains a classroom environment that promotes student engagement.	7	3.57	0.73
Responds appropriately to student behavior.	7	3.43	0.90
Creates a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	7	3.71	0.45
Helps students regulate their own behavior.	7	3.57	0.73
Effectively organizes the physical environment of the classroom for instruction.	7	3.86	0.35

Note. Data from items B3a-i. Scale: 1 = Disagree; 2 = Tend to Disagree; 3 = Tend to Agree; 4 = Agree.
[a]"Unable to Respond" responses were excluded from the mean calculation.

Table 15. New Teacher Performance: Professionalism. To what extent do you agree or disagree that this first-year teacher does the following?

	Total Respondents	Disagree		Tend to Disagree		Tend to Agree		Agree	
	n	#	%	#	%	#	%	#	%
Seeks out learning opportunities that align with professional development goals.	7	0	0.00	1	14.29	1	14.29	5	71.43
Collaborates with parents and guardians to support student learning.	7	1	14.29	1	14.29	0	0.00	5	71.43
Collaborates with teaching colleagues to improve student performance.	7	0	0.00	1	14.29	0	0.00	6	85.71
Uses colleague feedback to support development as a teacher.	7	0	0.00	1	14.29	1	14.29	5	71.43
Upholds laws related to student rights and teacher responsibility.	7	0	0.00	0	0.00	1	14.29	6	85.71
Acts as an advocate for all students.	7	0	0.00	0	0.00	2	28.57	5	71.43

Note. Data from items B4a-f. "Unable to Respond" responses were excluded from the frequency calculation.

Table. 16 New Teacher Performance: Professionalism. To what extent do you agree or disagree that this first-year teacher does the following?

	#	Mean[a]	SD
Seeks out learning opportunities that align with professional development goals.	7	3.57	0.73
Collaborates with parents and guardians to support student learning.	7	3.29	1.16
Collaborates with teaching colleagues to improve student performance.	7	3.71	0.70
Uses colleague feedback to support development as a teacher.	7	3.57	0.73
Upholds laws related to student rights and teacher responsibility.	7	3.86	0.35
Acts as an advocate for all students.	7	3.71	0.45

Note. Data from items B4a-f. Scale: 1 = Disagree; 2 = Tend to Disagree; 3 = Tend to Agree; 4 = Agree.
[a]"Unable to Respond" responses were excluded from the mean calculation.