

4.3 Results of Follow Up Principals Surveys 2016 and 2020

Survey Items	2016 N=12 (30%)	2020 N = 4 (30%) At least 8 completers
1. Demonstrates strong content knowledge of the subject(s) taught.	3.58	3.75
2. Plans thorough, well-organized lessons.	3.5	3.5
3. Uses a variety of approaches and resources, including the use of technology, to provide instruction.	3.5	4
4. Shows evidence of reflection in planning, delivering, and evaluating instruction.	3.3	3.75
5. Demonstrates the ability to understand, respect, and interact with persons from cultures, backgrounds, and/or belief systems other than their own including students with exceptionalities.	3.58	3.5
6. Addresses student behavior in an appropriate, positive and constructive manner.	3.25	3.5
7. The teacher creates a respectful and inclusive learning community.	3.66	4
8. The teacher makes a positive impact on P-12 student learning.	3.41	4
9. Communicates effectively with students, parents and staff.	3.25	3.5
10. Makes use of appropriate formative and summative assessment to evaluate student learning.	3.25	3.5
11. Demonstrates an understanding of codes of ethics, professional standards of practice, and relevant laws and policies. (added in 2020)		3.75
Mean	3.43	3.70

Excels = 4, Satisfactory = 3, Fair = 2, Poor = 1