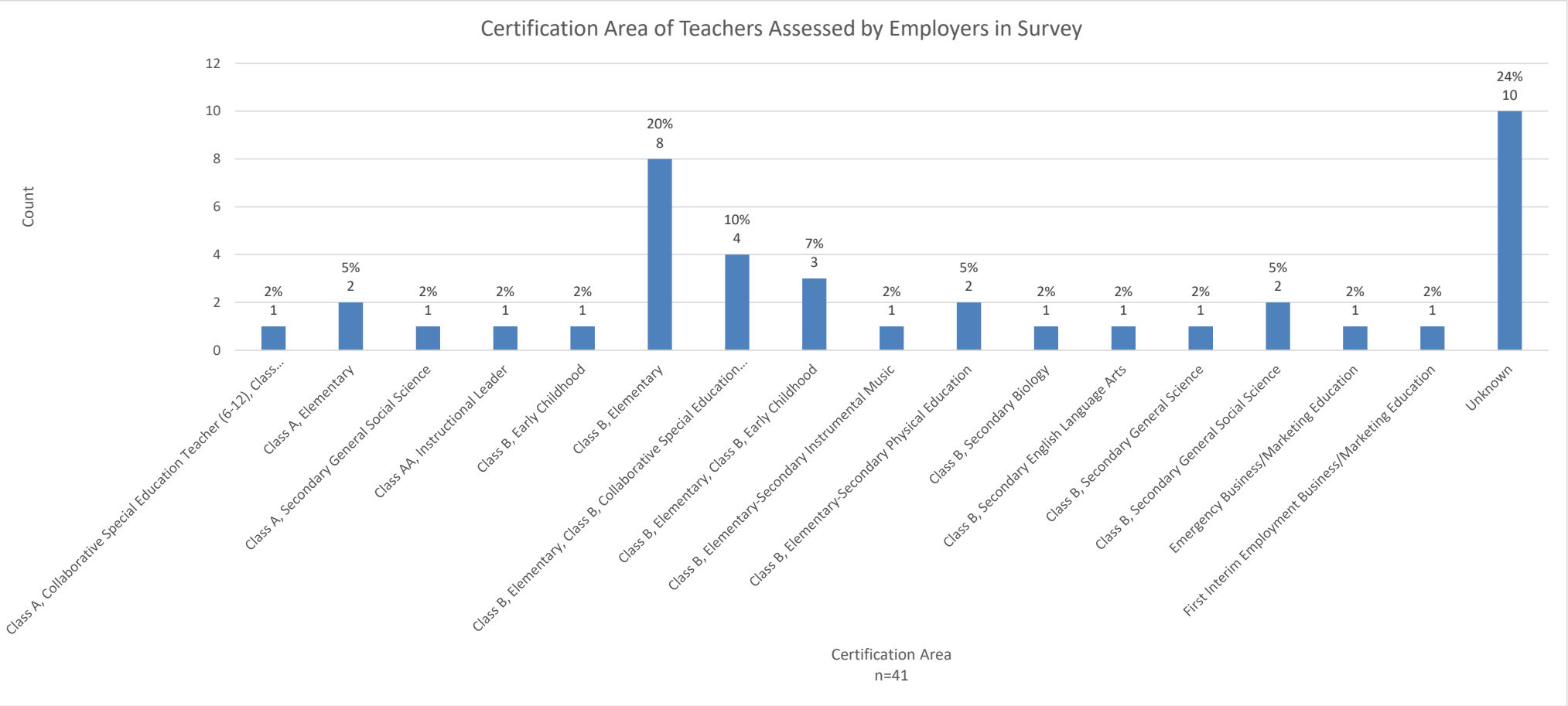


2017-2018 ALACTE Survey For Employers of New Teachers trained at UNA

The following data were provided to the University of North Alabama by ALACTE (Alabama Association of Colleges for Teacher Education). The data were collected by a survey that was built by ALACTE and administered by ALSDE (Alabama State Department of Education). There were 45 responses in total however 4 were removed as they represented surveys which were submitted blank. The remaining 41 were used to complete the following analysis. It needs to be noted that there are two individuals that were assessed twice, one in Class B, Secondary General Social Science and one in Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)

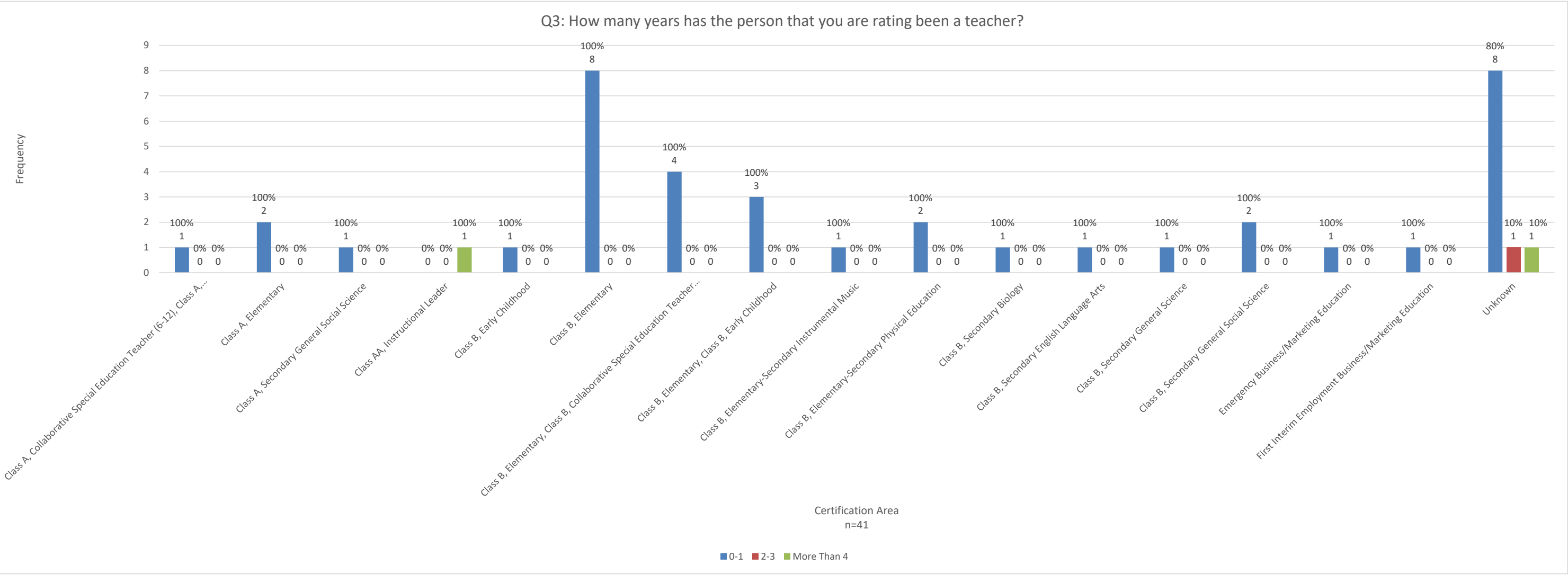
Question 1 was omitted from this analysis as it asked what the employees name was. These names were used to identify what the certification area of the individual was because this was not a question asked on the employer survey. Question 2 was omitted from this analysis because it asked what university the employee attended for their teacher preparation. Question 31 was omitted because it asked the employers to provide comments/feedback.

Certification Area	Count	% of Count
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	2%
Class A, Elementary	2	5%
Class A, Secondary General Social Science	1	2%
Class AA, Instructional Leader	1	2%
Class B, Early Childhood	1	2%
Class B, Elementary	8	20%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	4	10%
Class B, Elementary, Class B, Early Childhood	3	7%
Class B, Elementary-Secondary Instrumental Music	1	2%
Class B, Elementary-Secondary Physical Education	2	5%
Class B, Secondary Biology	1	2%
Class B, Secondary English Language Arts	1	2%
Class B, Secondary General Science	1	2%
Class B, Secondary General Social Science	2	5%
Emergency Business/Marketing Education	1	2%
First Interim Employment Business/Marketing Education	1	2%
Unknown	10	24%
Grand Total	41	100%



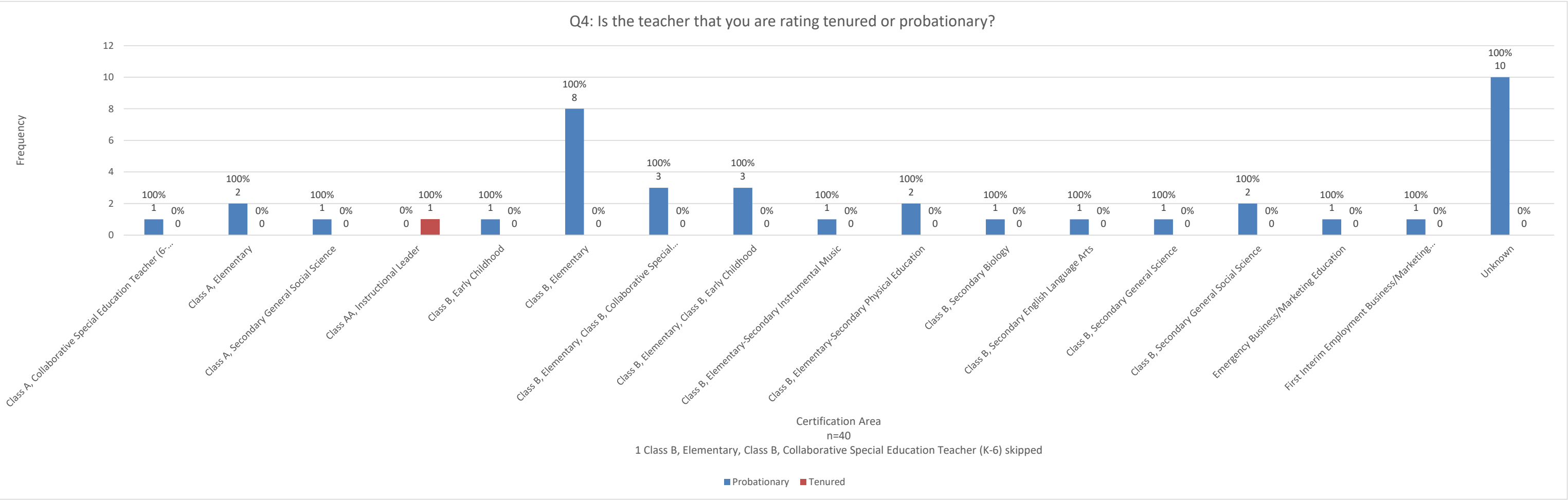
Q3: How many years has the person that you are rating been a teacher?

Certification Area	0-1	2-3	More Than 4	Grand Total	%0-1	%2-3	% More Than 4	% Total
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History		1	0	0	1	100%	0%	100%
Class A, Elementary		2	0	0	2	100%	0%	100%
Class A, Secondary General Social Science		1	0	0	1	100%	0%	100%
Class AA, Instructional Leader		0	0	1	1	0%	100%	100%
Class B, Early Childhood		1	0	0	1	100%	0%	100%
Class B, Elementary		8	0	0	8	100%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)		4	0	0	4	100%	0%	100%
Class B, Elementary, Class B, Early Childhood		3	0	0	3	100%	0%	100%
Class B, Elementary-Secondary Instrumental Music		1	0	0	1	100%	0%	100%
Class B, Elementary-Secondary Physical Education		2	0	0	2	100%	0%	100%
Class B, Secondary Biology		1	0	0	1	100%	0%	100%
Class B, Secondary English Language Arts		1	0	0	1	100%	0%	100%
Class B, Secondary General Science		1	0	0	1	100%	0%	100%
Class B, Secondary General Social Science		2	0	0	2	100%	0%	100%
Emergency Business/Marketing Education		1	0	0	1	100%	0%	100%
First Interim Employment Business/Marketing Education		1	0	0	1	100%	0%	100%
Unknown	8	1	1	10	80%	10%	10%	100%
Grand Total	38	1	2	41	93%	2%	5%	100%



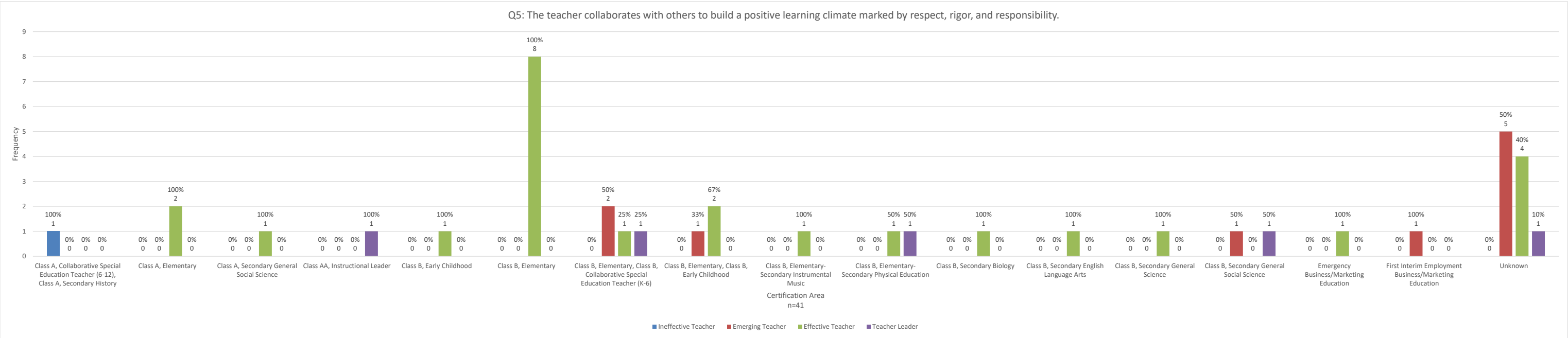
Q4: Is the teacher that you are rating tenured or probationary?

Certification Area	Probationary	Tenured	Grand Total	%Probationary	%Tenured	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	1	100%	0%	100%
Class A, Elementary	2	0	2	100%	0%	100%
Class A, Secondary General Social Science	1	0	1	100%	0%	100%
Class AA, Instructional Leader	0	1	1	0%	100%	100%
Class B, Early Childhood	1	0	1	100%	0%	100%
Class B, Elementary	8	0	8	100%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	3	0	3	100%	0%	100%
Class B, Elementary, Class B, Early Childhood	3	0	3	100%	0%	100%
Class B, Elementary-Secondary Instrumental Music	1	0	1	100%	0%	100%
Class B, Elementary-Secondary Physical Education	2	0	2	100%	0%	100%
Class B, Secondary Biology	1	0	1	100%	0%	100%
Class B, Secondary English Language Arts	1	0	1	100%	0%	100%
Class B, Secondary General Science	1	0	1	100%	0%	100%
Class B, Secondary General Social Science	2	0	2	100%	0%	100%
Emergency Business/Marketing Education	1	0	1	100%	0%	100%
First Interim Employment Business/Marketing Education	1	0	1	100%	0%	100%
Unknown	10	0	10	100%	0%	100%
Grand Total	39	1	40	98%	3%	100%



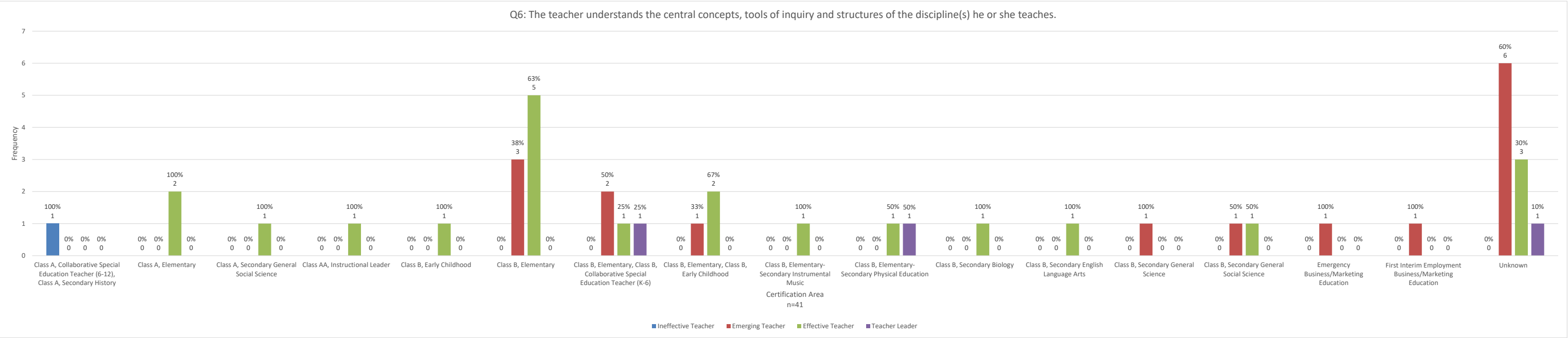
Q5: The teacher collaborates with others to build a positive learning climate marked by respect, rigor, and responsibility.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	0	1	1	0%	0%	0%	100%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	0	8	0	8	0%	0%	100%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	1	2	0	3	0%	33%	67%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary English Language Arts	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	1	0	1	2	0%	50%	0%	50%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	5	4	1	10	0%	50%	40%	10%	100%
Grand Total	1	10	25	5	41	2%	24%	61%	12%	100%



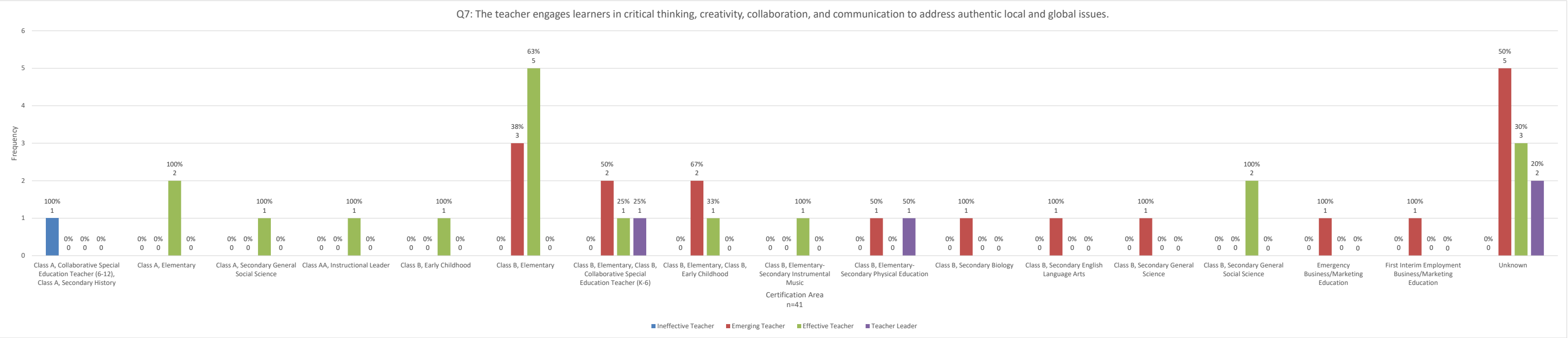
Q6: The teacher understands the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	0	2	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	1	2	0	3	0%	33%	67%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary English Language Arts	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	6	3	1	10	0%	60%	30%	10%	100%
Grand Total	1	16	21	3	41	2%	39%	51%	7%	100%



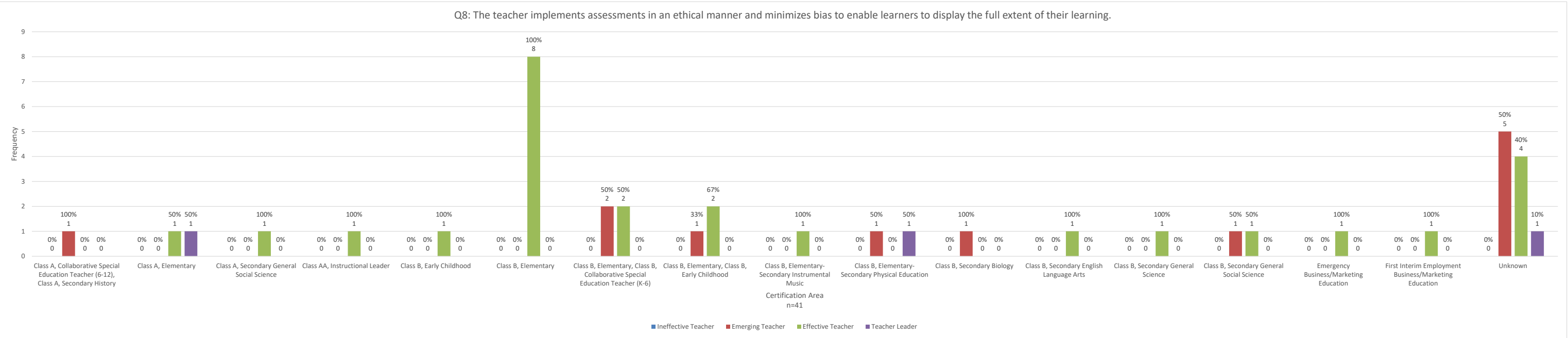
Q7: The teacher engages learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	0	2	0	2	0%	0%	100%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	5	3	2	10	0%	50%	30%	20%	100%
Grand Total	1	18	18	4	41	2%	44%	44%	10%	100%



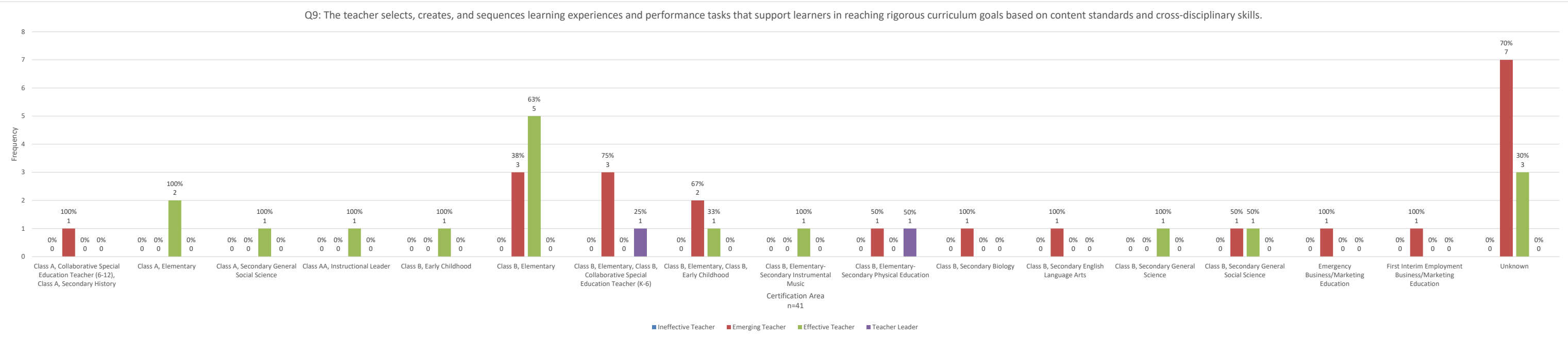
Q8: The teacher implements assessments in an ethical manner and minimizes bias to enable learners to display the full extent of their learning.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	0	1	0	0	1	0%	100%	0%	0%	100%
Class A, Elementary	0	0	0	1	1	0%	0%	50%	50%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	0	8	0	8	0%	0%	100%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	2	0	4	0%	50%	50%	0%	100%
Class B, Elementary, Class B, Early Childhood	0	1	2	0	3	0%	33%	67%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
Unknown	0	5	4	1	10	0%	50%	40%	10%	100%
Grand Total	0	12	26	3	41	0%	29%	63%	7%	100%



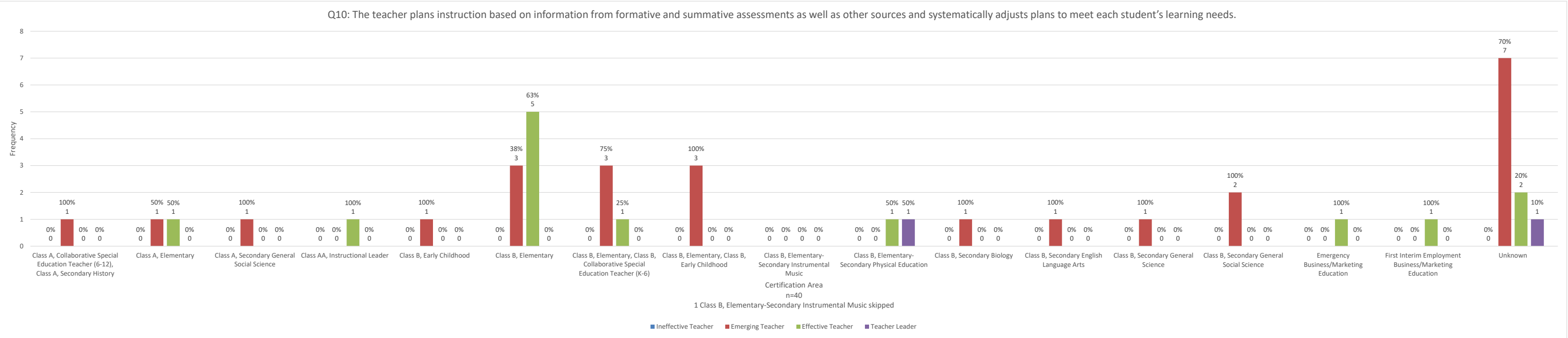
Q9: The teacher selects, creates, and sequences learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	0	1	0	0	1	0%	100%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	3	0	1	4	0%	75%	0%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	7	3	0	10	0%	70%	30%	0%	100%
Grand Total	0	22	17	2	41	0%	54%	41%	5%	100%



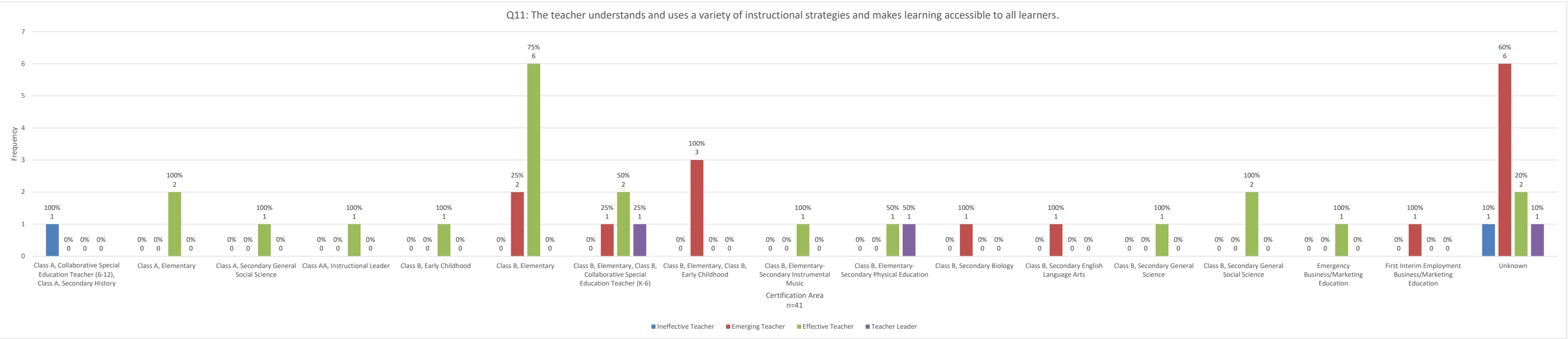
Q10: The teacher plans instruction based on information from formative and summative assessments as well as other sources and systematically adjusts plans to meet each student’s learning needs.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	0	1	0	0	1	0%	100%	0%	0%	100%
Class A, Elementary	0	1	1	0	2	0%	50%	50%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	3	1	0	4	0%	75%	25%	0%	100%
Class B, Elementary, Class B, Early Childhood	0	3	0	0	3	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	0	0	0	0%	0%	0%	0%	0%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	2	0	0	2	0%	100%	0%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
Unknown	0	7	2	1	10	0%	70%	20%	10%	100%
Grand Total	0	25	13	2	40	0%	63%	33%	5%	100%



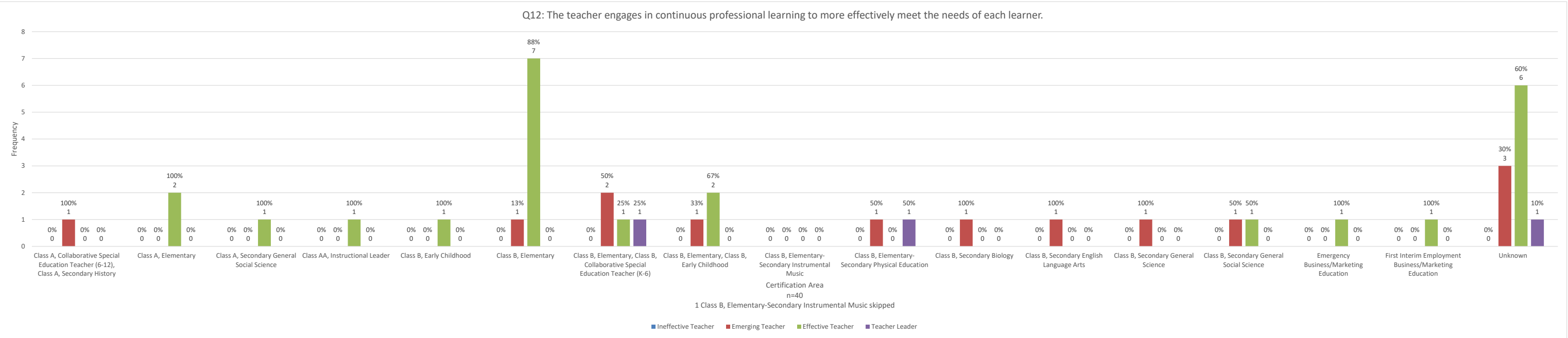
Q11: The teacher understands and uses a variety of instructional strategies and makes learning accessible to all learners.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	0	2	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	2	6	0	8	0%	25%	75%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	1	2	1	4	0%	25%	50%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	3	0	0	3	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	0	2	0	2	0%	0%	100%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	1	6	2	1	10	10%	60%	20%	10%	100%
Grand Total	2	15	21	3	41	5%	37%	51%	7%	100%



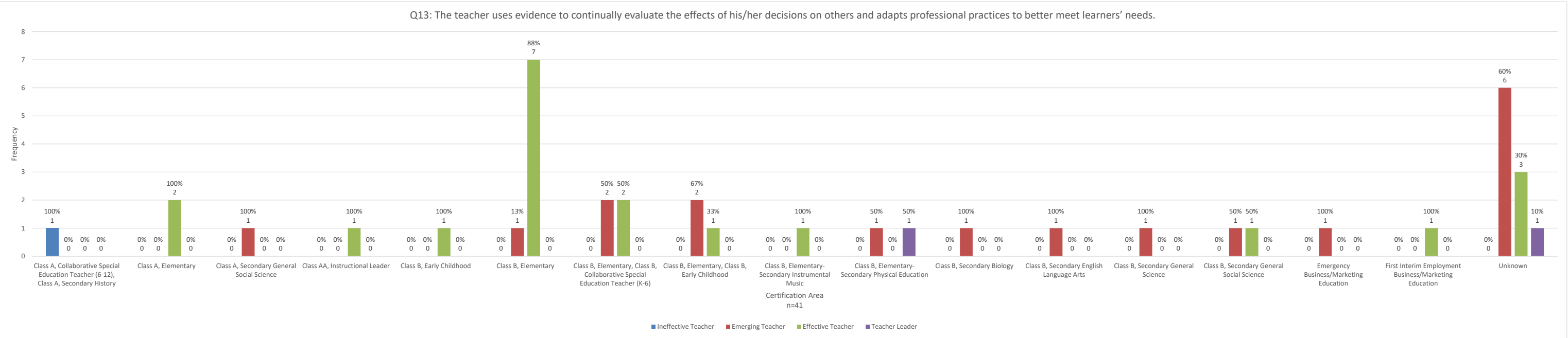
Q12: The teacher engages in continuous professional learning to more effectively meet the needs of each learner.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	0	1	0	0	1	0%	100%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	1	7	0	8	0%	13%	88%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	1	2	0	3	0%	33%	67%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	0	0	0	0%	0%	0%	0%	0%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
Unknown	0	3	6	1	10	0%	30%	60%	10%	100%
Grand Total	0	13	24	3	40	0%	33%	60%	8%	100%



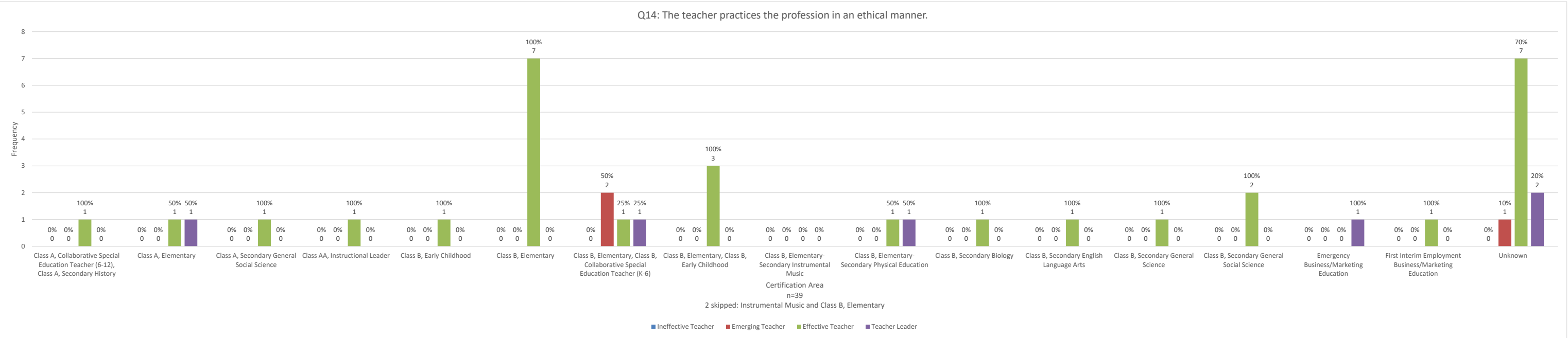
Q13: The teacher uses evidence to continually evaluate the effects of his/her decisions on others and adapts professional practices to better meet learners’ needs.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	0	2	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	1	7	0	8	0%	13%	88%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	2	0	4	0%	50%	50%	0%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
Unknown	0	6	3	1	10	0%	60%	30%	10%	100%
Grand Total	1	18	20	2	41	2%	44%	49%	5%	100%



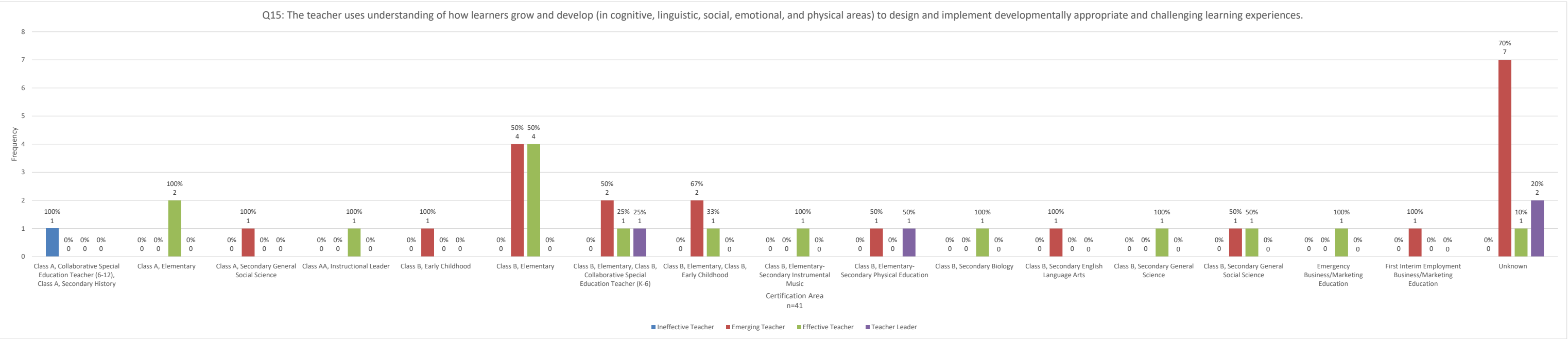
Q14: The teacher practices the profession in an ethical manner.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	0	0	1	0	1	0%	0%	100%	0%	100%
Class A, Elementary	0	0	1	1	2	0%	0%	50%	50%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	0	7	0	7	0%	0%	100%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	0	3	0	3	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	0	0	0	0%	0%	0%	0%	0%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary English Language Arts	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	0	2	0	2	0%	0%	100%	0%	100%
Emergency Business/Marketing Education	0	0	0	1	1	0%	0%	0%	100%	100%
First Interim Employment Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
Unknown	0	1	7	2	10	0%	10%	70%	20%	100%
Grand Total	0	3	30	6	39	0%	8%	77%	15%	100%



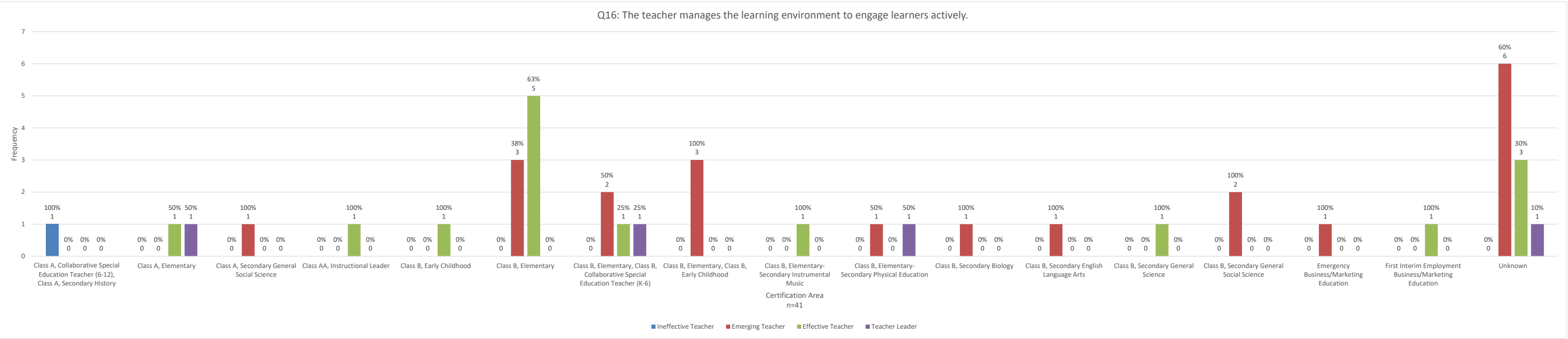
Q15: The teacher uses understanding of how learners grow and develop (in cognitive, linguistic, social, emotional, and physical areas) to design and implement developmentally appropriate and challenging learning experiences.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	0	1	100%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Elementary	0	4	4	0	8	0%	50%	50%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	7	1	2	10	0%	70%	10%	20%	100%
Grand Total	1	21	15	4	41	2%	51%	37%	10%	100%



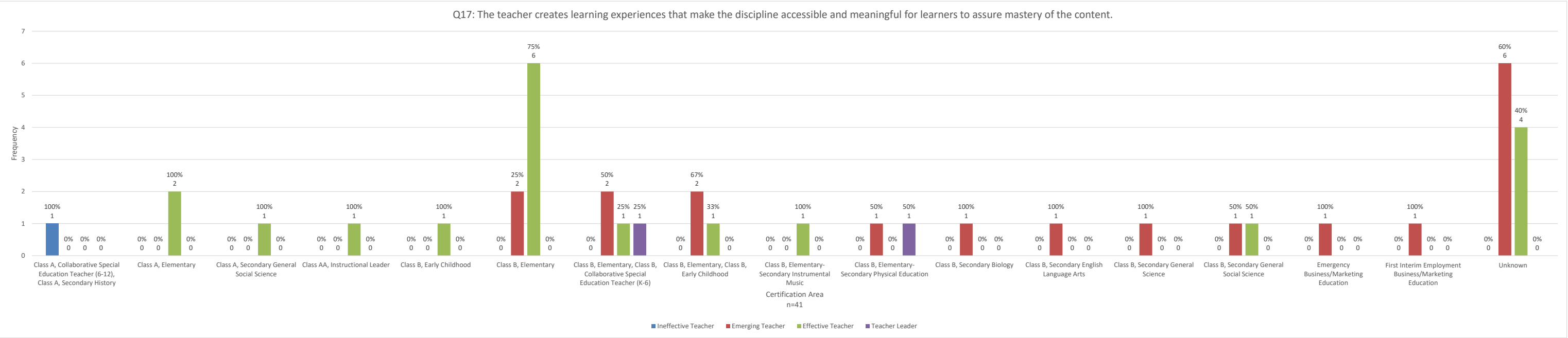
Q16: The teacher manages the learning environment to engage learners actively.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	0	1	1	0%	0%	50%	50%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	3	0	0	3	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	2	0	0	2	0%	100%	0%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
Unknown	0	6	3	1	10	0%	60%	30%	10%	100%
Grand Total	1	21	15	4	41	2%	51%	37%	10%	100%



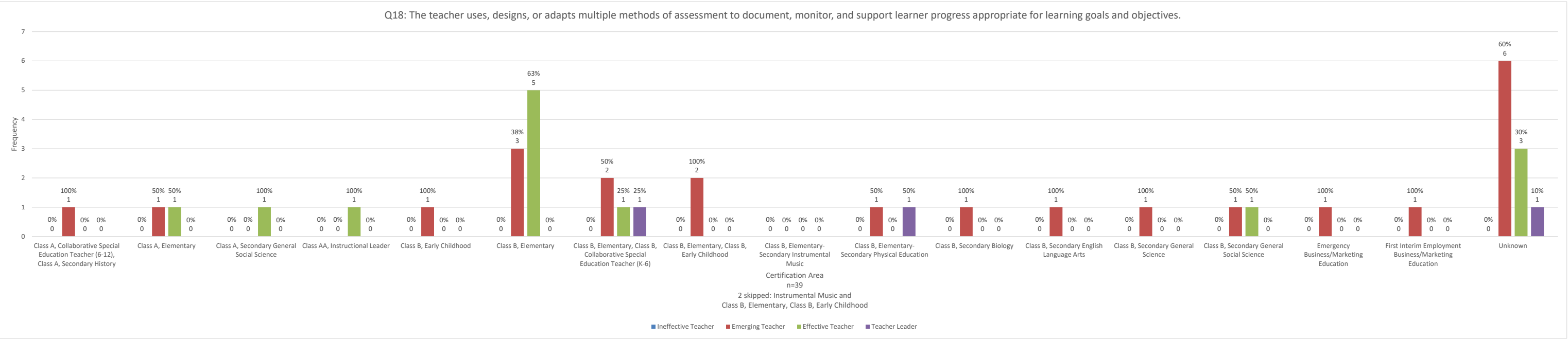
Q17: The teacher creates learning experiences that make the discipline accessible and meaningful for learners to assure mastery of the content.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	2	6	0	8	0%	25%	75%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	6	4	0	10	0%	60%	40%	0%	100%
Grand Total	1	19	19	2	41	2%	46%	46%	5%	100%



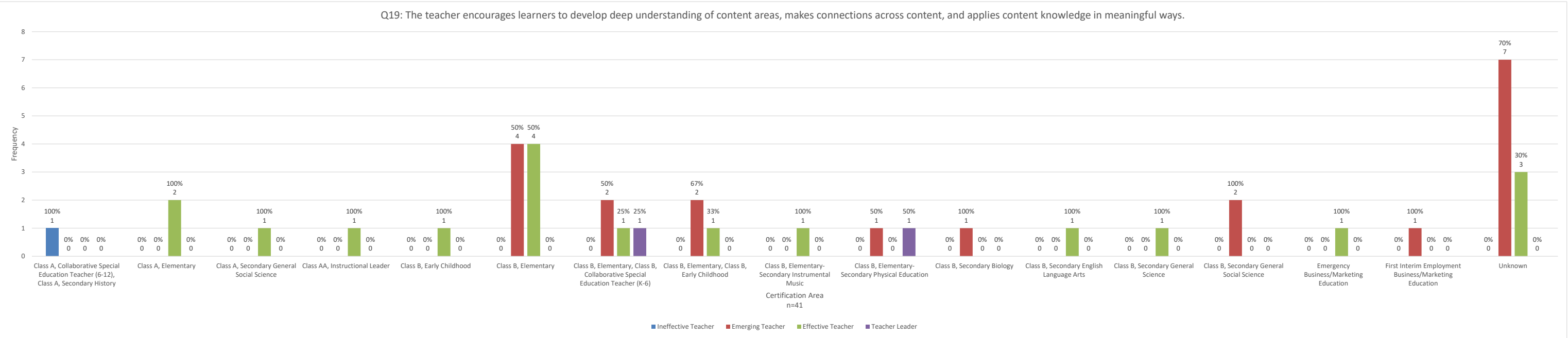
Q18: The teacher uses, designs, or adapts multiple methods of assessment to document, monitor, and support learner progress appropriate for learning goals and objectives.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	0	1	0	0	1	0%	100%	0%	0%	100%
Class A, Elementary	0	1	1	0	2	0%	50%	50%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	2	0	0	2	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	0	0	0	0%	0%	0%	0%	0%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	6	3	1	10	0%	60%	30%	10%	100%
Grand Total	0	23	13	3	39	0%	59%	33%	8%	100%



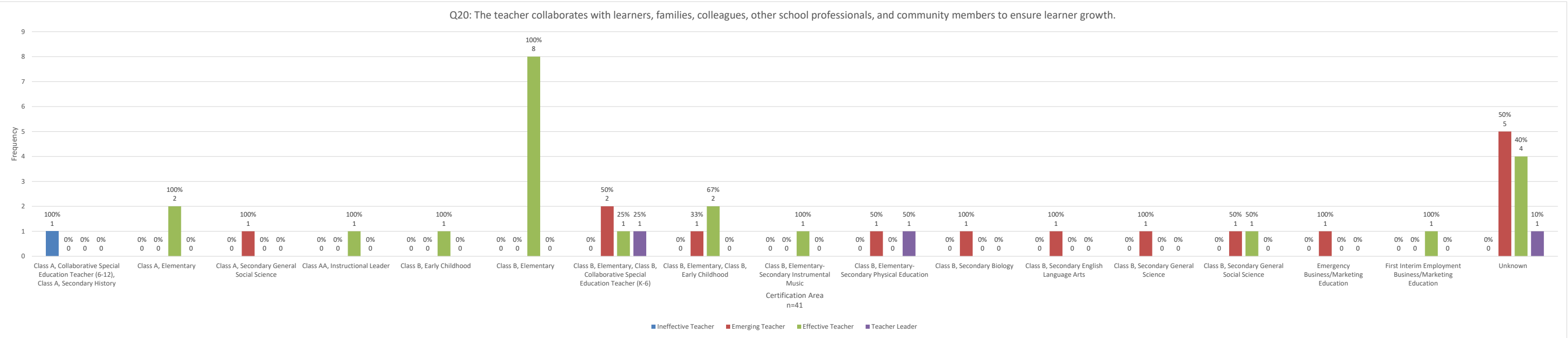
Q19: The teacher encourages learners to develop deep understanding of content areas, makes connections across content, and applies content knowledge in meaningful ways.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	4	4	0	8	0%	50%	50%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	2	0	0	2	0%	100%	0%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	7	3	0	10	0%	70%	30%	0%	100%
Grand Total	1	20	18	2	41	2%	49%	44%	5%	100%



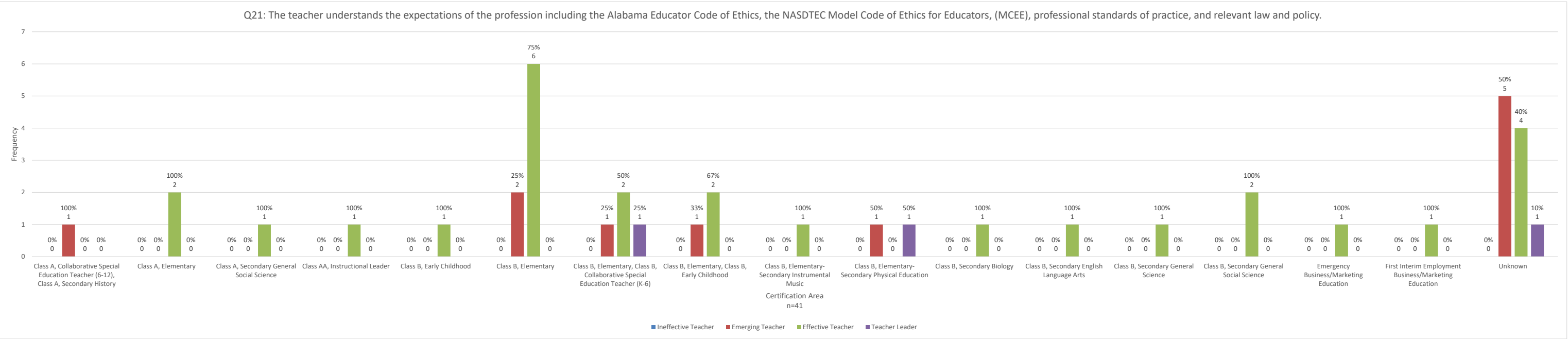
Q20: The teacher collaborates with learners, families, colleagues, other school professionals, and community members to ensure learner growth.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	0	8	0	8	0%	0%	100%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	1	2	0	3	0%	33%	67%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
Unknown	0	5	4	1	10	0%	50%	40%	10%	100%
Grand Total	1	15	22	3	41	2%	37%	54%	7%	100%



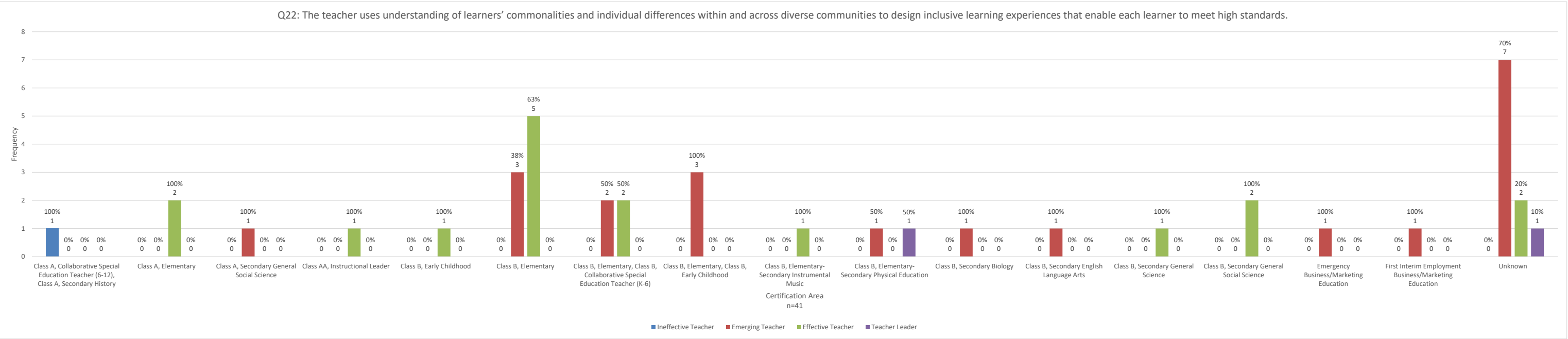
Q21: The teacher understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model Code of Ethics for Educators, (MCEE), professional standards of practice, and relevant law and policy.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	0	1	0	0	1	0%	100%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	2	6	0	8	0%	25%	75%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	1	2	1	4	0%	25%	50%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	1	2	0	3	0%	33%	67%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary English Language Arts	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	0	2	0	2	0%	0%	100%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
Unknown	0	5	4	1	10	0%	50%	40%	10%	100%
Grand Total	0	11	27	3	41	0%	27%	66%	7%	100%



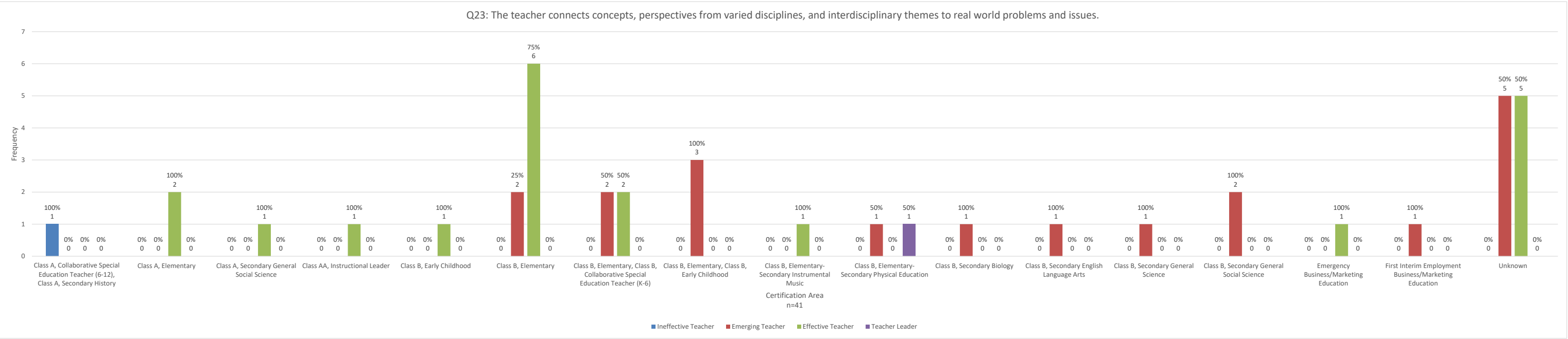
Q22: The teacher uses understanding of learners’ commonalities and individual differences within and across diverse communities to design inclusive learning experiences that enable each learner to meet high standards.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	2	0	4	0%	50%	50%	0%	100%
Class B, Elementary, Class B, Early Childhood	0	3	0	0	3	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	0	2	0	2	0%	0%	100%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	7	2	1	10	0%	70%	20%	10%	100%
Grand Total	1	21	17	2	41	2%	51%	41%	5%	100%



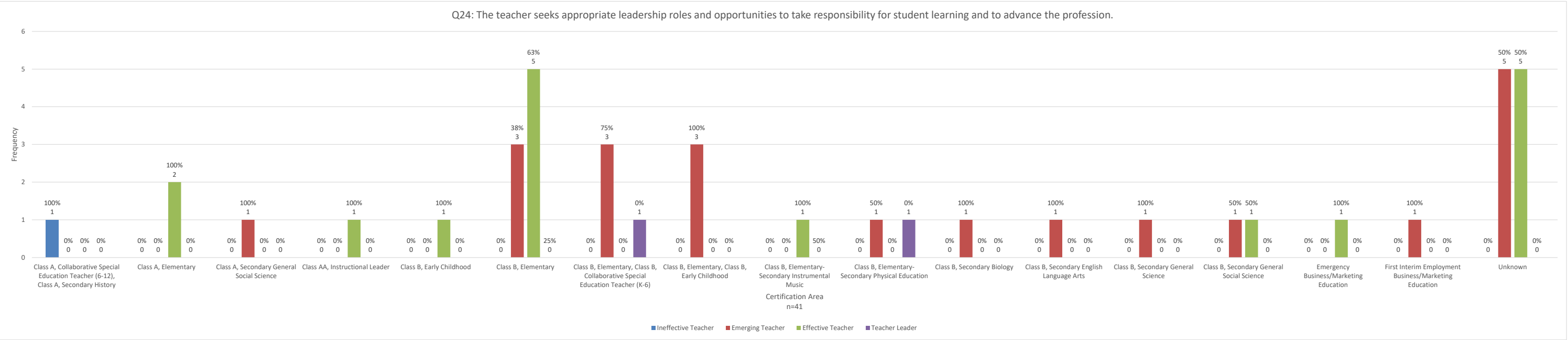
Q23: The teacher connects concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	2	6	0	8	0%	25%	75%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	2	0	4	0%	50%	50%	0%	100%
Class B, Elementary, Class B, Early Childhood	0	3	0	0	3	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	2	0	0	2	0%	100%	0%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	5	5	0	10	0%	50%	50%	0%	100%
Grand Total	1	19	20	1	41	2%	46%	49%	2%	100%



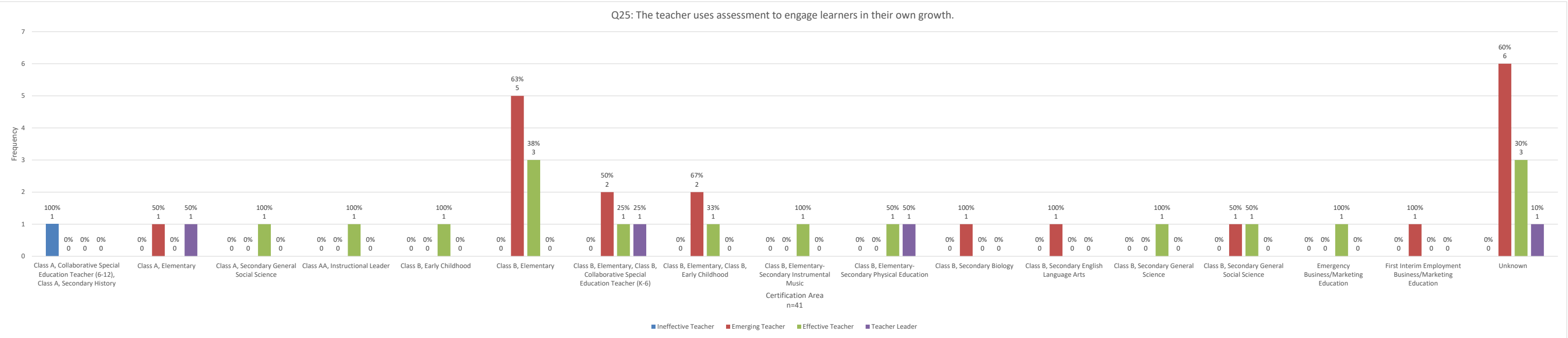
Q24: The teacher seeks appropriate leadership roles and opportunities to take responsibility for student learning and to advance the profession.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	3	0	1	4	0%	75%	0%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	3	0	0	3	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	5	5	0	10	0%	50%	50%	0%	100%
Grand Total	1	21	17	2	41	2%	51%	41%	5%	100%



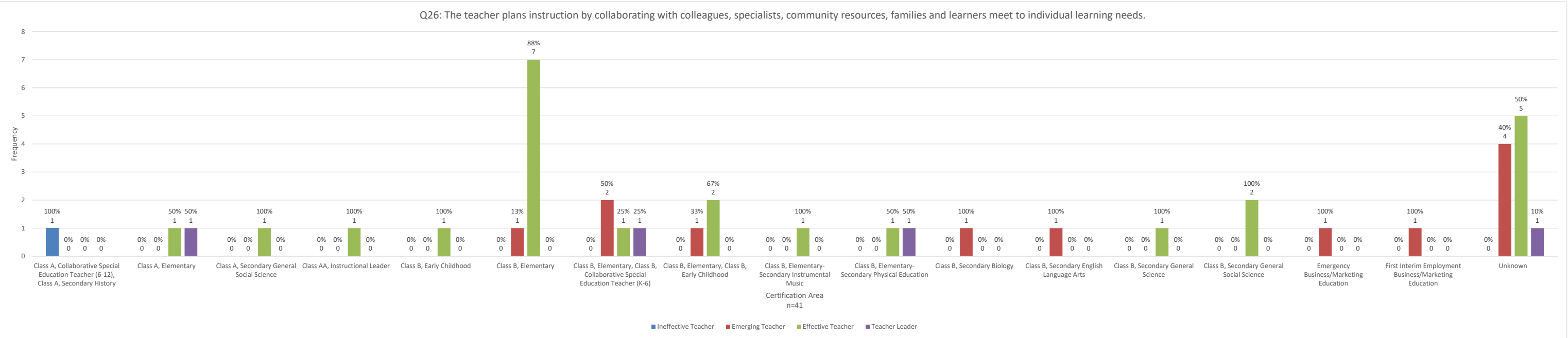
Q25: The teacher uses assessment to engage learners in their own growth.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	1	0	0	1	0%	50%	0%	50%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	5	3	0	8	0%	63%	38%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	6	3	1	10	0%	60%	30%	10%	100%
Grand Total	1	20	16	4	41	2%	49%	39%	10%	100%



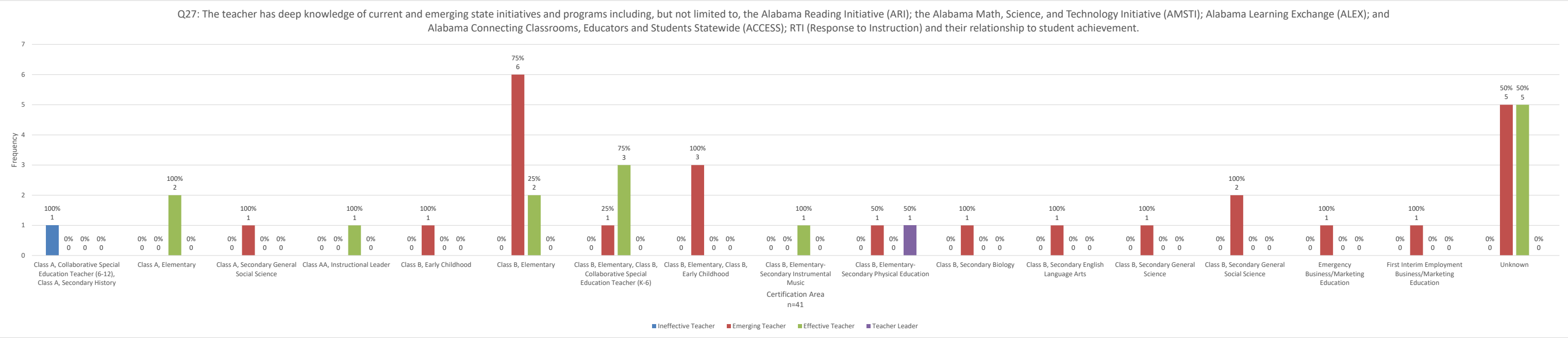
Q26: The teacher plans instruction by collaborating with colleagues, specialists, community resources, families and learners meet to individual learning needs.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	0	1	2	0%	0%	50%	50%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	1	7	0	8	0%	13%	88%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	1	2	0	3	0%	33%	67%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Social Science	0	0	2	0	2	0%	0%	100%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	4	5	1	10	0%	40%	50%	10%	100%
Grand Total	1	12	24	4	41	2%	29%	59%	10%	100%



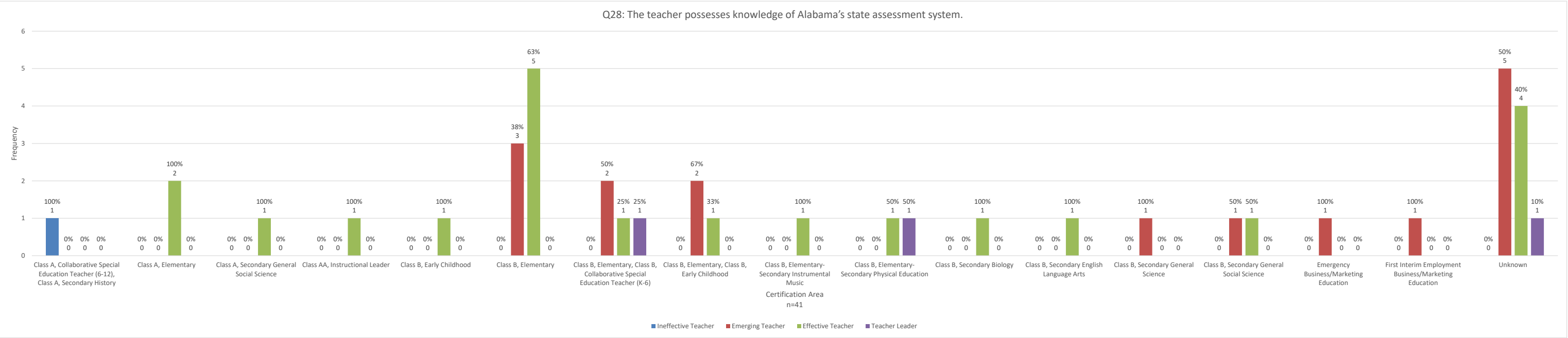
Q27: The teacher has deep knowledge of current and emerging state initiatives and programs including, but not limited to, the Alabama Reading Initiative (ARI); the Alabama Math, Science, and Technology Initiative (AMSTI); Alabama Learning Exchange (ALEX); and Alabama Connecting Classrooms, Educators and Students Statewide (ACCESS); RTI (Response to Instruction) and their relationship to student achievement.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Elementary	0	6	2	0	8	0%	75%	25%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	1	3	0	4	0%	25%	75%	0%	100%
Class B, Elementary, Class B, Early Childhood	0	3	0	0	3	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	2	0	0	2	0%	100%	0%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	5	5	0	10	0%	50%	50%	0%	100%
Grand Total	1	25	14	1	41	2%	61%	34%	2%	100%



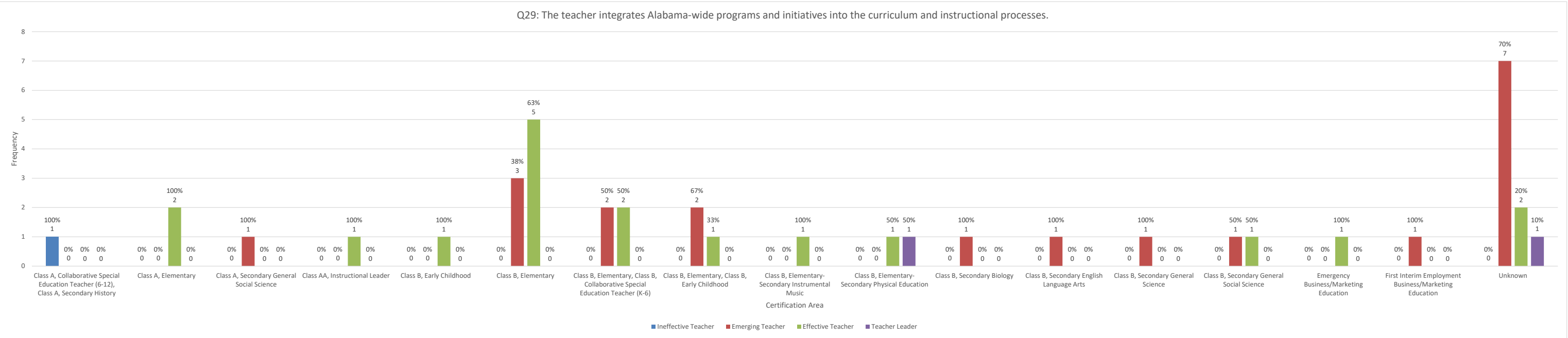
Q28: The teacher possesses knowledge of Alabama’s state assessment system.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	0	2	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	0	1	0	1	0%	0%	100%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary English Language Arts	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	5	4	1	10	0%	50%	40%	10%	100%
Grand Total	1	16	21	3	41	2%	39%	51%	7%	100%



Q29: The teacher integrates Alabama-wide programs and initiatives into the curriculum and instructional processes.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	0	2	0	2	0%	0%	100%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	3	5	0	8	0%	38%	63%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	2	0	4	0%	50%	50%	0%	100%
Class B, Elementary, Class B, Early Childhood	0	2	1	0	3	0%	67%	33%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	0	1	1	2	0%	0%	50%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	1	1	0	2	0%	50%	50%	0%	100%
Emergency Business/Marketing Education	0	0	1	0	1	0%	0%	100%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	7	2	1	10	0%	70%	20%	10%	100%
Grand Total	1	20	18	2	41	2%	49%	44%	5%	100%



Q30: The teacher communicates with students, parents, and the public about Alabama’s assessment system and major Alabama educational improvement initiatives.

Certification Area	Ineffective Teacher	Emerging Teacher	Effective Teacher	Teacher Leader	Grand Total	% Ineffective	% Emerging	% Effective	%Teacher Leader	Total %
Class A, Collaborative Special Education Teacher (6-12), Class A, Secondary History	1	0	0	0	1	100%	0%	0%	0%	100%
Class A, Elementary	0	1	1	0	2	0%	50%	50%	0%	100%
Class A, Secondary General Social Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class AA, Instructional Leader	0	0	0	1	1	0%	0%	0%	100%	100%
Class B, Early Childhood	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary	0	6	2	0	8	0%	75%	25%	0%	100%
Class B, Elementary, Class B, Collaborative Special Education Teacher (K-6)	0	2	1	1	4	0%	50%	25%	25%	100%
Class B, Elementary, Class B, Early Childhood	0	3	0	0	3	0%	100%	0%	0%	100%
Class B, Elementary-Secondary Instrumental Music	0	0	1	0	1	0%	0%	100%	0%	100%
Class B, Elementary-Secondary Physical Education	0	1	0	1	2	0%	50%	0%	50%	100%
Class B, Secondary Biology	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary English Language Arts	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Science	0	1	0	0	1	0%	100%	0%	0%	100%
Class B, Secondary General Social Science	0	2	0	0	2	0%	100%	0%	0%	100%
Emergency Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
First Interim Employment Business/Marketing Education	0	1	0	0	1	0%	100%	0%	0%	100%
Unknown	0	6	4	0	10	0%	60%	40%	0%	100%
Grand Total	1	27	10	3	41	2%	66%	24%	7%	100%

