

Satisfaction of Employers-Supervisor Survey AY 2025

The 2025 NExT Supervisor Survey was sent to 43 supervisors of completers who graduated in AY 2023-2024. These completers are in their first year of teaching. The response rate was 44% ($n = 16$).

The supervisors who were sent the survey during this data collection period represent 7 of our 19 initial teacher preparation programs.

Figure 1. *Programs represented in the Supervisor Survey Emails*

Academic Plan	Count	%
Elem Ed-Certification (MEd)	4	11%
Elem Edu (BSED)	12	33%
ErlyChldEd&ErlyChldSPED (BSED)	2	6%
Music Secondary Ed (BMED)	1	3%
SecEd-Hist&SSt (BSED)	2	6%
SecEd-Mathematics (BSED)	2	6%
SecEd-Physics (BSED)	1	3%
Spc&Elem Educ (BSED)	9	25%
SpecEd-Mild/Mod Dis Cert (MEd)	3	8%

Of the 16 supervisors ($n = 16$, or 44% response rate) who completed the survey as of July 21, 2025, 100% were principals. They supervise completers from the eight programs presented in Figure 2. The proportion of programs represented is roughly equal to the proportion of candidates enrolled in our various programs in that elementary education programs have the greatest number of potential respondents, followed by secondary education, and then special education: x% potential respondents supervise elementary education completers; x% secondary education programs; and x% special education programs.

Figure 2. *Programs represented in Supervisor Survey Responses*

Academic Plan	Count	%
Elem Ed-Certification (MEd)	1	6%
Elem Edu (BSED)	3	19%
Music Secondary Ed (BMED)	1	6%
SecEd-Physics (BSED)	1	6%
Spc&Elem Educ (BSED)	7	44%
SecEd-Hist&SSt (BSED)	2	13%
SecEd-Mathematics (BSED)	1	6%

The following table represents the demographics of the completers reviewed in the supervisor survey. All completers represented in the Fall 2025 NExT Supervisor Survey were female. In terms of race/ethnicity, 1 completer was American Indian/Alaska Native; 2 were Hispanic/Latine; 3 were 2 or more races; and 9 were White. The completed survey results are presented in aggregate, and following sections of the report present the survey results disaggregated by race/ethnicity.

Figure 3.

Demographic table of Completers by Gender/Race/Ethnicity

Demographic group	Count	%
Female	13	81%
Male	3	19%
2 or more races	5	31%
White	11	69%

Analysis of results:

Instructional Practice

For 2025 we can see that

- Supervisors generally reported positive perceptions of completers' instructional practices, with responses concentrated in the "Agree" and "Tend to Agree" categories.
- The strongest area of performance was item o (Use digital and interactive technologies to achieve instructional goals), where 69% of supervisors marked "Agree" and 25% marked "Tend to Agree," with no "Disagree" responses reported.
- Items a (Effectively teaches the subject matter in his/her licensure area), h (Design and modify assessments to match learning objectives), and q (Help students develop critical thinking processes) also reflected generally strong evaluations, with most supervisors indicating "Agree" responses.
- Item k (Use formative and summative assessments to inform instructional practice) reflected comparatively lower levels of confidence than other instructional practice items. Although most supervisors still responded positively, this item had the highest proportion of "Tend to Disagree" (14%) and "Disagree" (7%) responses within this category.
- Overall, findings suggest that completers are perceived as competent in instructional delivery and technology integration, while assessment-informed instructional decision-making may represent an area for continued program emphasis.

Abilities to Work with Diverse Learners

For 2025 we can see that

- Supervising employers continued to provide generally positive feedback regarding completers' abilities to work with diverse learners; however, responses in this category showed more variability than other survey domains.
- Item a (Effectively teach students from culturally and ethnically diverse backgrounds and communities) received mostly positive responses, with 56% of supervisors selecting "Agree" and 25% selecting "Tend to Agree."
- Lower levels of confidence were observed for items b (Differentiate instruction for a variety of learning needs) and d (Differentiate to meet the needs of students from various socioeconomic backgrounds). Both items showed increased percentages of "Tend to Disagree" (19%) and "Disagree" (13%) responses compared to other survey areas.

- These findings suggest that while supervisors generally believe completers are able to support diverse learners, differentiation practices and responsiveness to varying student needs may represent areas for additional preparation and support within educator preparation programs.

Learning Environment

For 2025 we can see that

- Supervisors reported positive perceptions of completers' ability to establish and maintain effective learning environments.
- Item b (Use effective communication skills and strategies to convey ideas and information to students) reflected particularly strong results, with 69% of supervisors selecting "Agree" and 31% selecting "Tend to Agree," and no negative responses reported.
- Item g (Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected) also demonstrated strong ratings, with nearly all supervisors responding in the "Agree" or "Tend to Agree" range.
- Slightly more variability was observed for item e (Develop and maintain a classroom environment that promotes student engagement), where 13% of supervisors selected "Tend to Disagree" and 6% selected "Disagree."
- Overall, results indicate that completers are generally viewed as effective communicators who foster respectful and inclusive classroom environments.

Levels of Professionalism

For 2025 we can see that

- Supervisors generally rated completers positively in professionalism-related competencies, though responses reflected somewhat greater variation than in prior reporting areas.
- Item c (Collaborate with teaching colleagues to improve student performance) demonstrated the strongest results within this category, with 69% of supervisors marking "Agree" and 19% marking "Tend to Agree."
- Items a (Seeks out learning opportunities that align with professional development goals) and d (Use colleague feedback to support my development as a teacher) received mostly positive ratings; however, both items also reflected a small proportion of "Tend to Disagree" and "Disagree" responses.
- Item a showed the greatest variability in this category, with 13% of supervisors selecting "Tend to Disagree" and an additional 13% selecting "Disagree."
- These findings suggest that completers are generally viewed as collaborative and professionally engaged educators, while continued emphasis on reflective practice and professional growth may further strengthen candidate preparation.

2025 NExT Supervisor Survey

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	16	100%
Part-time teacher	0	0%
Short-term substitute	0	0%
Long-term substitute	0	0%
Paraprofessional	0	0%
Other*	0	0%
	[N=16]	

*She was a teacher here last year at Dreaming Summit.

3. As this person's evaluator, which of the following best describes your position?	#	%
Principal	11	69%
Assistant principal	2	13%
Department chair	1	6%
Other	2	13%
	[N=16]	

5. How are new teachers in your building evaluated in Student Achievement (mark all that apply)	#	%
Scores on statewide tests	18	113%
Scores on districtwide tests	20	125%
Performance on student learning objectives	20	125%
Value added scores	2	13%
Other	2	13%
Does not apply	2	13%
	[N=16]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
	a. Effectively teaches the subject matter in his/her licensure area.	10 63% [N=16]	4 25%	1 6%	1 6%
b. Selects instructional strategies to align with learning goals and standards.	9 56% [N=16]	5 31%	1 6%	1 6%	0 0%
h. Design and modify assessments to match learning objectives.	10 63% [N=16]	4 25%	1 6%	1 6%	0 0%

k. Use formative and summative assessments to inform instructional practice.	9	2	2	1	0
	64%	14%	14%	7%	0%
	[N=14]				
o. Use digital and interactive technologies to achieve instructional goals.	11	4	1	0	0
	69%	25%	6%	0%	0%
	[N=16]				
q. Help students develop critical thinking processes.	9	5	1	1	0
	56%	31%	6%	6%	0%
	[N=16]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	9	4	0	2	1
	56%	25%	0%	13%	6%
	[N=16]				
b. Differentiate instruction for a variety of learning needs.	9	1	3	2	1
	56%	6%	19%	13%	6%
	[N=16]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	8	2	3	2	1
	50%	13%	19%	13%	6%
	[N=16]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
b. Use effective communication skills and strategies to convey ideas and information to students.	11	5	0	0	0
	69%	31%	0%	0%	0%
	[N=16]				
e. Develop and maintain a classroom environment that promotes student engagement.	10	3	2	1	0
	63%	19%	13%	6%	0%
	[N=16]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	11	4	1	0	0
	69%	25%	6%	0%	0%
	[N=16]				
Levels of Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	10	2	2	2	0
	63%	13%	13%	13%	0%
	[N=16]				
c. Collaborate with teaching colleagues to improve student performance.	11	3	0	2	0
	69%	19%	0%	13%	0%
	[N=16]				

d. Use colleague feedback to support my development as a teacher.	9	3	2	1	1
	56%	19%	13%	6%	6%
	[N=16]				

By Gender--2025 NExT Supervisor Survey

Gender - Female

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	13	100%
Part-time teacher	0	0%
Sort-term substitute	0	0%
Long-term substitute	0	0%
Paraprofessional	0	0%
*Other (please describe):	0	0%
	[N=13]	

*ATA Mentor
Superintendent

3. As this person's evaluator, which of the following best describes your position?	#	%
Principle	8	62%
Assistant principle	2	15%
Department chair	1	8%
*Other (please describe):	2	15%
	[N=13]	

5. Student Achievement (mark all that apply)	#	%
Scores on statewide tests	9	69%
Scores on districtwide tests	9	69%
Performance on student learning objectives	9	69%
Value added scores	1	8%
*Other (please describe):	1	8%
Does not apply	0	0%

* IEP goal/transition data

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	8	3	1	1	0
	62%	23%	8%	8%	0%
	[N=13]				
b. Selects instructional strategies to align with learning goals and standards.	8	3	1	1	0
	62%	23%	8%	8%	0%
	[N=13]				

h. Design and modify assessments to match learning objectives.	9	2	1	1	0
	69%	15%	8%	8%	0%
	[N=13]				
k. Use formative and summative assessments to inform instructional practice.	8	1	2	1	0
	67%	8%	17%	8%	0%
	[N=12]				
o. Use digital and interactive technologies to achieve instructional goals.	9	4	0	0	0
	69%	31%	0%	0%	0%
	[N=13]				
q. Help students develop critical thinking processes.	8	3	1	1	0
	62%	23%	8%	8%	0%
	[N=13]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	8	3	0	1	1
	62%	23%	0%	8%	8%
	[N=13]				
b. Differentiate instruction for a variety of learning needs.	8	1	1	2	1
	62%	8%	8%	15%	8%
	[N=13]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	7	2	1	2	1
	54%	15%	8%	15%	8%
	[N=13]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
b. Use effective communication skills and strategies to convey ideas and information to students.	10	3	0	0	0
	77%	23%	0%	0%	0%
	[N=13]				
e. Develop and maintain a classroom environment that promotes student engagement.	9	2	1	1	0
	69%	15%	8%	8%	0%
	[N=13]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	10	3	0	0	0
	77%	23%	0%	0%	0%
	[N=13]				
Levels of Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	9	2	1	1	0
	69%	15%	8%	8%	0%
	[N=13]				
c. Collaborate with teaching colleagues to improve student performance.	10	2	0	1	0
	77%	15%	0%	8%	0%
	[N=13]				
d. Use colleague feedback to support my development as a teacher.	8	3	0	1	1
	62%	23%	0%	8%	8%

[N=13]

Gender - Male

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	3	100%
Part-time teacher	0	0%
Sort-term substitute	0	0%
Long-term substitute	0	0%
Paraprofessional	0	0%
*Other (please describe):	0	0%
	[N=3]	

3. As this person's evaluator, which of the following best describes your position?	#	%
Principle	3	100%
Assistant principle	0	0%
Department chair	0	0%
*Other (please describe):	0	0%
	[N=3]	

5. Student Achievement (mark all that apply)	#	%
Scores on statewide tests	0	0%
Scores on districtwide tests	1	33%
Performance on student learning objectives	1	33%
Value added scores	0	0%
*Other (please describe):	0	0%
Does not apply	1	33%
	[N=3]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Response				
	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	2	1	0	0	0
	67%	33%	0%	0%	0%
	[N=3]				
b. Selects instructional strategies to align with learning goals and standards.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
h. Design and modify assessments to match learning objectives.	1	2	0	0	0
	33%	67%	0%	0%	0%

	[N=3]				
k. Use formative and summative assessments to inform instructional practice.	1	1	0	0	0
	50%	50%	0%	0%	0%
	[N=2]				
o. Use digital and interactive technologies to achieve instructional goals.	2	0	1	0	0
	67%	0%	33%	0%	0%
	[N=3]				
q. Help students develop critical thinking processes.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	1	1	0	1	0
	33%	33%	0%	33%	0%
	[N=3]				
b. Differentiate instruction for a variety of learning needs.	1	0	2	0	0
	33%	0%	67%	0%	0%
	[N=3]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	1	0	2	0	0
	33%	0%	67%	0%	0%
	[N=3]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
b. Use effective communication skills and strategies to convey ideas and information to students.	1	2	0	0	0
	33%	67%	0%	0%	0%
	[N=3]				
e. Develop and maintain a classroom environment that promotes student engagement.	1	1	1	0	0
	33%	33%	33%	0%	0%
	[N=3]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	1	1	1	0	0
	33%	33%	33%	0%	0%
	[N=3]				
Levels of Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	1	0	1	1	0
	33%	0%	33%	33%	0%
	[N=3]				
c. Collaborate with teaching colleagues to improve student performance.	1	1	0	1	0
	33%	33%	0%	33%	0%
	[N=3]				
d. Use colleague feedback to support my development as a teacher.	1	0	2	0	0
	33%	0%	67%	0%	0%
	[N=3]				

By Ethnicity. 2025 NExT Supervisor Survey

Ethnicity – Two or More

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	5	100%
Part-time teacher	0	0%
Sort-term substitute	0	0%
Long-term substitute	0	0%
Paraprofessional	0	0%
*Other (please describe):	0	0%
	[N=5]	

3. As this person's evaluator, which of the following best describes your position?	#	%
Principle	4	80%
Assistant principle	1	20%
Department chair	0	0%
*Other (please describe):	0	0%
	[N=5]	

5. Student Achievement (mark all that apply)	#	%
Scores on statewide tests	14	280%
Scores on districtwide tests	15	300%
Performance on student learning objectives	14	280%
Value added scores	2	40%
*Other (please describe):	1	20%
Does not apply	1	20%
	[N=5]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	Agree				
	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	4	1	0	0	0
	80%	20%	0%	0%	0%
	[N=5]				
b. Selects instructional strategies to align with learning goals and standards.	4	1	0	0	0
	80%	20%	0%	0%	0%
	[N=5]				
h. Design and modify assessments to match learning objectives.	5	0	0	0	0
	100%	0%	0%	0%	0%
	[N=5]				

k. Use formative and summative assessments to inform instructional practice.	5	0	0	0	0
	100 %	0%	0%	0%	0%
	[N=5]				
o. Use digital and interactive technologies to achieve instructional goals.	4	1	0	0	0
	80%	20%	0%	0%	0%
	[N=5]				
q. Help students develop critical thinking processes.	4	1	0	0	0
	80%	20%	0%	0%	0%
	[N=5]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	4	1	0	0	0
	80%	20%	0%	0%	0%
	[N=5]				
b. Differentiate instruction for a variety of learning needs.	5	0	0	0	0
	100 %	0%	0%	0%	0%
	[N=5]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	4	1	0	0	0
	80%	20%	0%	0%	0%
	[N=5]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
b. Use effective communication skills and strategies to convey ideas and information to students.	5	0	0	0	0
	100 %	0%	0%	0%	0%
	[N=5]				
e. Develop and maintain a classroom environment that promotes student engagement.	5	0	0	0	0
	100 %	0%	0%	0%	0%
	[N=5]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	5	0	0	0	0
	100 %	0%	0%	0%	0%
	[N=5]				
Levels of Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	5	0	0	0	0
	100 %	0%	0%	0%	0%
	[N=5]				
c. Collaborate with teaching colleagues to improve student performance.	5	0	0	0	0
	100 %	0%	0%	0%	0%
	[N=5]				

d. Use colleague feedback to support my development as a teacher.	4	1	0	0	0
	80%	20%	0%	0%	0%
	[N=5]				

Ethnicity – White

2. Which of the following best describes the individual's employment situation?	#	%
Full-time teacher	10	100%
Part-time teacher	0	0%
Sort-term substitute	0	0%
Long-term substitute	0	0%
Paraprofessional	0	0%
*Other (please describe):	0	0%
	[N=10]	

3. As this person's evaluator, which of the following best describes your position?	#	%
Principle	7	70%
Assistant principle	1	10%
Department chair	1	10%
*Other (please describe):	1	10%
	[N=10]	

5. Student Achievement (mark all that apply)	#	%
Scores on statewide tests	4	40%
Scores on districtwide tests	5	50%
Performance on student learning objectives	5	50%
Value added scores	0	0%
*Other (please describe):	1	10%
Does not apply	1	10%
	[N=10]	

Instructional Practice - To what extent do you agree or disagree that this first-year teacher does the following?	To what extent do you agree or disagree that this first-year teacher does the following?				
	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teaches the subject matter in his/her licensure area.	6	3	0	1	0
	60%	30%	0%	10%	0%
	[N=10]				
b. Selects instructional strategies to align with learning goals and standards.	5	4	0	1	0
	50%	40%	0%	10%	0%
	[N=10]				
h. Design and modify assessments to match learning	5	4	0	1	0

objectives.	50%	40%	0%	10%	0%
	[N=10]				
k. Use formative and summative assessments to inform instructional practice.	4	2	1	1	0
	50%	25%	13%	13%	0%
	[N=8]				
o. Use digital and interactive technologies to achieve instructional goals.	7	2	1	0	0
	70%	20%	10%	0%	0%
	[N=10]				
q. Help students develop critical thinking processes.	5	4	0	1	0
	50%	40%	0%	10%	0%
	[N=10]				
Diverse Learners - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Effectively teach students from culturally and ethnically diverse backgrounds and communities.	5	3	0	1	1
	50%	30%	0%	10%	10%
	[N=10]				
b. Differentiate instruction for a variety of learning needs.	4	1	3	1	1
	40%	10%	30%	10%	10%
	[N=10]				
d. Differentiate to meet the needs of students from various socioeconomic backgrounds.	4	1	3	1	1
	40%	10%	30%	10%	10%
	[N=10]				
Learning Environment - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
b. Use effective communication skills and strategies to convey ideas and information to students.	6	4	0	0	0
	60%	40%	0%	0%	0%
	[N=10]				
e. Develop and maintain a classroom environment that promotes student engagement.	5	3	1	1	0
	50%	30%	10%	10%	0%
	[N=10]				
g. Create a learning environment in which differences such as race, culture, gender, sexual orientation, and language are respected.	6	3	1	0	0
	60%	30%	10%	0%	0%
	[N=10]				
Levels of Professionalism - To what extent do you agree or disagree that this first-year teacher does the following?	Agree	Tend to Agree	Tend to Disagree	Disagree	Not Able to Observe
a. Seeks out learning opportunities that align with professional development goals.	5	2	1	2	0
	50%	20%	10%	20%	0%
	[N=10]				
c. Collaborate with teaching colleagues to improve student performance.	6	2	0	2	0
	60%	20%	0%	20%	0%
	[N=10]				
d. Use colleague feedback to support my development as a teacher.	5	1	2	1	1
	50%	10%	20%	10%	10%
	[N=10]				