Educator Preparation Institutional Report Card for Performance on Required Content Knowledge and Pedagogy Tests

and

Responses to the First-Year Teacher Survey created by the Alabama Association of Colleges for Teacher Education

for

Auburn University

Administerd by the Alabama State Department of Education

September 2019

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Tests

To earn an Alabama educator certificate, based on completion of a traditional approach, an applicant must complete an approved program with a prescribed grade point average (GPA) and meet assessment requirements. Prior to September 1, 2018, assessment requirements included a written test of pedagogical knowledge, Principles of Learning and Teaching (PLT), and a Praxis content test specific to the teaching field or subject for which certification is sought. Effective September 1, 2018, edTPA, a performance assessment, replaced the PLT. No exceptions are made with regard to these requirements.

Responses to the First-Year Teacher Survey created by the Alabama Association of Colleges for Teacher Education

Alabama Association of Colleges for Teacher Education members developed a survey to be administered electronically to first-year teachers who, during the 2017-2018 school year, completed an Alabama State Board of Education-approved undergraduate (Class B) or alternative master's degree (Class A) program leading to their first or initial Professional Educator Certificate. A companion survey was administered electronically to the employers of those first-year teachers. Data provided in this report include a summary of survey categories and the percentage of first-year teachers who strongly agreed, agreed, disagreed, or strongly disagreed that their program prepared them to teach successfully. The data also provide the percentage of employers who rated their first-year teachers as teacher leader, effective teacher, emerging teacher, or ineffective teacher.

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Program Information

Program Approval & Accreditation

Programs Are ApprovedYesPrograms Are AccreditedYes

Number of Class B Certificates Earned	
292	

Number of Class A Certificates Earned

Class B	Collaborative Special Education (K-6) and (6-1.	. Council for Exceptional Children
	Elementary Education	Association for Childhood Education International
	English Language Arts	National Council of Teachers of English
	Mathematics	Council for Teachers of Mathematics
	Music Education	National Association for Schools of Music
Class A	English Language Arts	National Council of Teachers of English
	Mathematics	Council for Teachers of Mathematics
	Music Education	National Association for Schools of Music
	School Counselor	Council for Accreditation of Counseling and Related Educational Progr
Class AA	Music Education	National Association for Schools of Music
Doctoral	Music Education	National Association for Schools of Music

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Class B - Principles of Teaching and Learning

* - Information not reported for less than five test takers

X - Either an inactive program or no program in the specifiec area

Subject	Subtest	Number of Test Takers	Number Passed After One Attempt	Percent Passed After One Attempt	Number Passed After Two Attempts	Percent Passed After Two Attempts	Number Passed After Three+ Attempts	Percent Passed After Three+ Attempts
Career & Technical Educa	Career & Technical Education	9	9	100%	0	0%	0	0%
Early Childhood Education	Early Childhood Education	56	56	100%	0	0%	0	0%
Elementary Education	Elementary Education	78	78	100%	0	0%	0	0%
English Language Arts	English Language Arts	13	10	77%	3	23%	0	0%
Health/Physical Education	Health/Physical Education	11	9	82%	1	9%	1	9%
Languages Other Than En	Languages Other Than English	5	5	100%	0	0%	0	0%
Mathematics	Mathematics	9	8	89%	1	11%	0	0%
Performing Arts	Performing Arts	21	21	100%	0	0%	0	0%
Sciences	Sciences	9	9%	100%	0	0%	0	0%
Social Studies	Social Studies	20	20	100%	0	0%	0	0%
Special Education	Special Education	38	35	92%	3	8%	0	0%

Program Approval & Accred	litation	Number of Class B Certificates Earned	Nationally Recognized Programs					
Programs Are Approved	Yes	292	Class B	Collaborative Special Education (K-6).	. Council for Exceptional Children			
Programs Are Accredited	Yes			Elementary Education	Association for Childhood Education International			
				English Language Arts	National Council of Teachers of English			
				Mathematics	Council for Teachers of Mathematics			
				Music Education	National Association for Schools of Music			

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Class B - IN ED Praxis Content Tests

* - Information not reported for less than five test takers

X - Either an inactive program or no program in the specifiec area

Subject	Subtest	Number of Test Takers	Number Passed After One Attempt	Percent Passed After One Attempt	Number Passed After Two Attempts	Percent Passed After Two Attempts	Number Passed After Three+ Attempts	Percent Passed After Three+ Attempts
Early Childhood Education	Early Childhood Education	56	53	95%	3	5%	0	0%
	Teaching of Reading	56	50	89%	5	9%	1	2%
Elementary Education	Multiple Subjects: Reading	79	72	91%	7	9%	0	0%
	Teaching of Reading	79	74	94%	4	5%	1	1%
Health/Physical Education	Health/Physical Education	11	10	91%	1	9%	0	0%
Special Education	Core Knowledge/Application	39	37	95%	2	5%	0	0%
	Early Childhood Education	8	8	100%	0	0%	0	0%
	Multiple Subjects: Reading	31	19	62%	6	19%	6	19%

Program Approval & Accreditation

Number of Class B Certificates Earned
292

Programs Are Approved	Yes
Programs Are Accredited	Yes

	Music Education	National Association for Schools of Music
	Mathematics	Council for Teachers of Mathematics
	English Language Arts	National Council of Teachers of English
	Elementary Education	Association for Childhood Education International
Class B	Collaborative Special Education (K-6).	. Council for Exceptional Children

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Class B - NOT IN ED Praxis Content Tests

* - Information not reported for less than five test takers

X - Either an inactive program or no program in the specifiec area

		Number of Test	Number Passed	Percent Passed	Number Passed	Percent Passed	Number Passed After Three+	Percent Passed After Three+
Subject	Subtest	Takers	After One Attempt	After One Attempt	After Two Attempts	After Two Attempts	Attempts	Attempts
Career & Technical Educa	Career & Technical Education	9	9	100%	0	0%	0	0%
Elementary Education	Multiple Subjects: Mathematics	79	76	96%	1	1%	2	3%
	Multiple Subjects: Science	79	73	92%	4	5%	2	3%
	Multiple Subjects: Social Studies	79	69	87%	8	10%	2	3%
English Language Arts	English Language Arts	13	13	100%	0	0%	0	0%
Languages Other Than En	Languages Other Than English	5	3	60%	0	0%	2	20%
Mathematics	Mathematics	9	6	67%	1	11%	2	22%
Performing Arts	Performing Arts	21	21	100%	0	0%	0	0%
Sciences	Sciences	9	8	89%	1	11%	0	0%
Social Studies	Social Studies	20	17	85%	3	15%	0	0%
Special Education - Multip	Multiple Subjects: Mathematics	31	24	78%	6	19%	1	3%
Special Education - Multip	Multiple Subjects: Science	31	23	74%	5	16%	3	10%
Special Education - Multip	Multiple Subjects: Social Studies	31	23	74%	5	16%	3	10%

Program Approval & Accreditation

Number of Class B Certificates Earned
292

Programs Are Approved	Yes
Programs Are Accredited	Yes

Class B	Collaborative Special Education (K-6)	Council for Exceptional Children
	Elementary Education	Association for Childhood Education International
	English Language Arts	National Council of Teachers of English
	Mathematics	Council for Teachers of Mathematics
	Music Education	National Association for Schools of Music

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Class B - edTPA

* - Information not reported for less than five test takers

X - Either an inactive program or no program in the specifiec area

Subject	Subtest	Number of Test Takers	Number Passed After One Attempt	Percent Passed After One Attempt	Number Passed After Two Attempts	Percent Passed After Two Attempts	Number Passed After Three+ Attempts	Percent Passed After Three+ Attempts
Career & Technical Educa	Career & Technical Education	*	*	*	*	*	*	*
Early Childhood Education	Early Childhood	15	15	100%	0	0%	0	0%
Elementary Education	Elementary	34	34	100%	0	0%	0	0%
Languages Other Than En	World Language	*	*	*	*	*	*	*
Middle School Mathemat	Mathematics	*	*	*	*	*	*	*
Performing Arts Education	Performing Arts/Visual Arts	8	8	100%	0	0%	0	0%
Secondary English Langug	English Language Arts	*	*	*	*	*	*	*
Secondary General Social	Geography/History/General Soci	8	8	100%	0	0%	0	0%
Secondary Health Educati	Health Education	*	*	*	*	*	*	*
Secondary Mathematics	Mathematics	*	*	*	*	*	*	*
Secondary Physical Educa	Physical Education	*	*	*	*	*	*	*
Secondary Science	Biology/Chemistry/General Scien	*	*	*	*	*	*	*
Special Education	Special Education	19	19	100%	0	0%	0	0%

Program Approval & Accreditation

Number of Class B Certificates Earned
292

Programs Are Approved	Yes
Programs Are Accredited	Yes

Class B	Collaborative Special Education (K-6)	Council for Exceptional Children
	Elementary Education	Association for Childhood Education International
	English Language Arts	National Council of Teachers of English
	Mathematics	Council for Teachers of Mathematics
	Music Education	National Association for Schools of Music

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Alternative Class A - Principles of Teaching and Learning

* - Information not reported for less than five test takers

X - Either an inactive program or no program in the specifiec area

Subject	Subtest	Number of Test Takers	Number Passed After One Attempt	Percent Passed After One Attempt	Number Passed After Two Attempts	Percent Passed After Two Attempts	Number Passed After Three+ Attempts	Percent Passed After Three+ Attempts
Career & Technical Educa	Career & Technical Education	*	*	*	*	*	*	*
Early Childhood Education	Early Childhood Education	*	*	*	*	*	*	*
Elementary Education	Elementary Education	*	*	*	*	*	*	*
English Language Arts	English Language Arts	*	*	*	*	*	*	*
Health/Physical Education	Health/Physical Education	*	*	*	*	*	*	*
Languages Other Than En	Languages Other Than English	*	*	*	*	*	*	*
Mathematics	Mathematics	*	*	*	*	*	*	*
Performing Arts	Performing Arts	*	*	*	*	*	*	*
Sciences	Sciences	*	*	*	*	*	*	*
Social Studies	Social Studies	*	*	*	*	*	*	*
Special Education	Special Education	*	*	*	*	*	*	*

Drogram Approval	9 Accreditation
Program Approval	& ALLIEUILULION

Programs Are Accredited Yes

Yes

Programs Are Approved

Number of Class A Certificates Earned
20

Class A	English Language Arts	National Council of Teachers of English
	Mathematics	Council for Teachers of Mathematics
	Music Education	National Association for Schools of Music
	School Counselor	Council for Accreditation of Counseling and Relate

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Alternative Class A - IN ED Praxis Content Tests

* - Information not reported for less than five test takers

X - Either an inactive program or no program in the specifiec area

Subject	Subtest	Number of Test Takers	Number Passed After One Attempt	Percent Passed After One Attempt	Number Passed After Two Attempts	Percent Passed After Two Attempts	Number Passed After Three+ Attempts	Percent Passed After Three+ Attempts
Early Childhood Education	Early Childhood Education	*	*	*	*	*	*	*
	Teaching of Reading	*	*	*	*	*	*	*
Elementary Education	Multiple Subjects: Reading	*	*	*	*	*	*	*
	Teaching of Reading	*	*	*	*	*	*	*
Health/Physical Education	Health/Physical Education	*	*	*	*	*	*	*
Special Education	Core Knowledge/Application	*	*	*	*	*	*	*
	Early Childhood Education	*	*	*	*	*	*	*
	Multiple Subjects: Reading	2	1	50%	1	50%	0	0%

Program Approval & Accreditation

Number of Class A Certificates Earned
20

Programs Are Approved	Yes
Programs Are Accredited	Yes

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Class A	English Language Arts	National Council of Teachers of English
	Mathematics	Council for Teachers of Mathematics
	Music Education	National Association for Schools of Music
	School Counselor	Council for Accreditation of Counseling and Relate

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Alternative Class A - NOT IN ED Praxis Content Tests

* - Information not reported for less than five test takers

X - Either an inactive program or no program in the specifiec area

Subject	Subtest	Number of Test Takers	Number Passed After One Attempt	Percent Passed After One Attempt	Number Passed After Two Attempts	Percent Passed After Two Attempts	Number Passed After Three+ Attempts	Percent Passed After Three+ Attempts
Career & Technical Educa	Career & Technical Education	*	*	*	*	*	*	*
Elementary Education	Multiple Subjects: Mathematics	*	*	*	*	*	*	*
	Multiple Subjects: Science	*	*	*	*	*	*	*
	Multiple Subjects: Social Studies	*	*	*	*	*	*	*
English Language Arts	English Language Arts	*	*	*	*	*	*	*
Languages Other Than En	Languages Other Than English	*	*	*	*	*	*	*
Mathematics	Mathematics	*	*	*	*	*	*	*
Performing Arts	Performing Arts	*	*	*	*	*	*	*
Sciences	Sciences	*	*	*	*	*	*	*
Social Studies	Social Studies	*	*	*	*	*	*	*
Special Education - Multip	Multiple Subjects: Mathematics	*	*	*	*	*	*	*
Special Education - Multip	Multiple Subjects: Science	*	*	*	*	*	*	*
Special Education - Multip	Multiple Subjects: Social Studies	*	*	*	*	*	*	*

Program Approval & Accreditation

Number of Class A Certificates Earned
20

Programs Are Approved	Yes
Programs Are Accredited	Yes

Class A	English Language Arts	National Council of Teachers of English
	Mathematics	Council for Teachers of Mathematics
	Music Education	National Association for Schools of Music
	School Counselor	Council for Accreditation of Counseling and Relate

Educator Preparation Institutional Report Card Performance on Required Content Knowledge and Pedagogy Auburn University - Alternative Class A - edTPA

* - Information not reported for less than five test takers

X - Either an inactive program or no program in the specifiec area

Subject	Subtest	Number of Test Takers	Number Passed After One Attempt	Percent Passed After One Attempt	Number Passed After Two Attempts	Percent Passed After Two Attempts	Number Passed After Three+ Attempts	Percent Passed After Three+ Attempts
,	Career & Technical Education	*	*	*	*	*	*	*
Early Childhood Education	Early Childhood	*	*	*	*	*	*	*
Elementary Education	Elementary	*	*	*	*	*	*	*
English for Speakers of Ot	English as an Additional Language	*	*	*	*	*	*	*
Languages Other Than En	World Language	*	*	*	*	*	*	*
Performing Arts Education	Performing Arts/Visual Arts	*	*	*	*	*	*	*
Secondary English Langug	English Language Arts	*	*	*	*	*	*	*
Secondary General Social	Geography/History/General Soci	*	*	*	*	*	*	*
Secondary Health Educati	Health Education	*	*	*	*	*	*	*
Secondary Mathematics	Mathematics	*	*	*	*	*	*	*
Secondary Physical Educa	Physical Education	*	*	*	*	*	*	*
Secondary Science	Biology/Chemistry/General Scien	*	*	*	*	*	*	*
Special Education	Special Education	*	*	*	*	*	*	*

Program Approval & Accreditation

Programs Are Accredited Yes

Yes

Programs Are Approved

Number of Class A Certificates Earned
20

Class A	English Language Arts	National Council of Teachers of English
	Mathematics	Council for Teachers of Mathematics
	Music Education	National Association for Schools of Music
	School Counselor	Council for Accreditation of Counseling and Relate

Responses to the First-Year Teacher Survey created by the Alabama Association of Colleges for Teacher Education **Auburn University - Teacher Response**



Question	Auburn U	niversity	Alabama Statewide		
understanding of how learners grow and develop	48%	50%	53%	43%	
understanding of learners' commonalities and individual differences	49%	48%	52%	42%	
manage the learning environment to engage learners actively	7% 53%	39%	7% 52%	39%	
understand the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches	43%	51%	54%	42%	
create learning experiences that make discipline accessible and meaningful for learners to assure mastery of the content	52%	45%	54%	40%	
connect concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues	47%	46%	54%	39%	
use, design, or adapt multiple methods of assessment ot documen, monitor, and support learner progress appropriate for learning goals and objectives	54%	43%	53%	41%	
implement assessments in an ethical manner and minimize bias to enable learners to display the full extent of their learning	42%	54%	52%	45%	

Question	Auburn University		Alabama Statewide		
plan instruction based on information from formative abd summative assessments as well as other sources and systematically adjust plans to meet each student's learning needs	53%	42%	53%	43%	
understand and use a variety of intrsuctional strategies and make learning accessible to all learners	43%	56%	50%	47%	
encourage learners to develop deep understanding of content areas, make connections across content, and applies content knowledge in meaningful ways	48%	50%	52%	44%	
use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners' needs	57%	39%	55%	41%	
practice the profession in an ethical manner	31%	69%	38%	62%	
collaborate with others to build a positive learning climate marked by respect, rigor, and responsibility	35%	63%	43%	54%	
engage learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues	43%	52%	49%	46%	
use assessment to engage learners in their own growth	52%	42%	53%	41%	
select, create, and sequence learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills	54%	44%	55%	39%	
plan instruction by collaborating with colleagues, specialists, community resources, families and learners to meet individual learning needs	46%	50%	51%	44%	

Question		Auburn University			Alabama Statewide		
engage in continuous professional learning to more effectively meet the needs of each learner	4	40%	56%		50%	47%	
collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth.		46%	48%		51%	44%	
seek appropriate leadership roles and opportunities that would alow me to take responsibility for student learning and to advance in the profession	8%	49%	42%		54%	40%	
has deep knowlede 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 Connecti.	12%	40%	45%	14%	48%	37%	
possesses knowledge of Alabama's state assessment system	17%	48%	29%	18%	51%	29%	
integrates Alabam-wide programs and initiatives into the curriculum and instructional process.	14%	48%	35%	13%	56%	29%	
communicates with sudents, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives.	19%	41%	36%	20%	50%	28%	
understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy.	7%	55%	37%	8%	53%	39%	

Responses to the First-Year Teacher Survey created by the Alabama Association of Colleges for Teacher Education **Auburn University - Employer Responses**

Teacher Leader - Models and collaborates to improve the classroom and ..

Effective Techer

Emerging Teacher

Ineffective Teacher

Question	Aubu	ırn University	Alabam	a Statewide	
understanding of how learners grow and develop	39%	52%	46%	41%	9%
understanding of learners' commonalities and individual differences	33%	61%	45%	43%	8%
manage the learning environment to engage learners actively	42%	45% 9%	36%	46%	13%
understand the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches	36%	52%	33%	54%	10%
create learning experiences that make discipline accessible and meaningful for learners to assure mastery of the content	79%	21%	41%	47%	8%
connect concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues	48%	45%	47%	45%	7%
use, design, or adapt multiple methods of assessment ot documen, monitor, and support learner progress appropriate for learning goals and objectives	30%	58% 12%	42%	46%	8%
implement assessments in an ethical manner and minimize bias to enable learners to display the full extent of their learning	27%	64% 9%	31%	57%	10%

Question	Aubur	n University	Alabama Statewide		
plan instruction based on information from formative abd summative assessments as well as other sources and systematically adjust plans to meet each student's learning needs	39%	55%	53%	33%	10%
understand and use a variety of intrsuctional strategies and make learning accessible to all learners	30%	61%	37%	48%	12%
encourage learners to develop deep understanding of content areas, make connections across content, and applies content knowledge in meaningful ways	33%	55% 9%	43%	45%	9%
use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners' needs	52%	36%	43%	45%	9%
practice the profession in an ethical manner	30%	61% 9%	14%	66%	18%
collaborate with others to build a positive learning climate marked by respect, rigor, and responsibility	33%	55% 9%	32%	54%	11%
engage learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues	42%	45% 12%	44%	42%	11%
use assessment to engage learners in their own growth	42%	52%	41%	46%	11%
select, create, and sequence learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills	39%	52%	40%	47%	9%
plan instruction by collaborating with colleagues, specialists, community resources, families and learners to meet individual learning needs	42%	48%	37%	50%	11%

Question	Aubu	rn University	Alabama	a Statewide
engage in continuous professional learning to more effectively meet the needs of each learner	24%	70% 6%	34%	54% <mark>9%</mark>
collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth.	36%	55% 9%	37%	49% 11%
seek appropriate leadership roles and opportunities that would alow me to take responsibility for student learning and to advance in the profession	36%	58% <mark>6</mark> %	43%	43% 10%
has deep knowlede 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 Connecti.	48%	42% 6%	56%	34%
possesses knowledge of Alabama's state assessment system	7% 48%	39%	47%	43% 8%
integrates Alabam-wide programs and initiatives into the curriculum and instructional process.	64%	27% <mark>6</mark> %	49%	41% 7%
communicates with sudents, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives.	30%	61% 9%	51%	38% 6%
understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy.	30%	55% 9%	33%	55% 11%

Responses to the First-Year Teacher Survey created by the Alabama Association of Colleges for Teacher Education Auburn University - Employer and Teacher Responses	 Teacher Leader - Models and collaborates to improve the classroom and Effective Techer Emerging Teacher Ineffective Teacher 				Strongly Agree Agree Disagree Strongly Disagree	
Question	Employe	er Response		Teacher	Response	
understanding of how learners grow and develop	39%	52%		48%	50%	
understanding of learners' commonalities and individual differences	33%	61%		49%	48%	
manage the learning environment to engage learners actively	42%	45%	9%	7% 53%	39%	
understand the central concepts, tools of inquiry and structures of the discipline(s) he or she teaches	36%	52%	6%	43%	51%	
create learning experiences that make discipline accessible and meaningful for learners to assure mastery of the content	79%		21%	52%	45%	
connect concepts, perspectives from varied disciplines, and interdisciplinary themes to real world problems and issues	48%	45%		47%	46%	
use, design, or adapt multiple methods of assessment ot documen, monitor, and support learner progress appropriate for learning goals and objectives	30%	58%	12%	54%	43%	
implement assessments in an ethical manner and minimize bias to enable learners to display the full extent of their learning	27%	64%	9%	42%	54%	

Question	Employer Response			Teacher Response		
plan instruction based on information from formative abd summative assessments as well as other sources and systematically adjust plans to meet each student's learning needs	39%	55%		53%	42%	
understand and use a variety of intrsuctional strategies and make learning accessible to all learners	30%	61%		43%	56%	
encourage learners to develop deep understanding of content areas, make connections across content, and applies content knowledge in meaningful ways	33%	55%	9%	48%	50%	
use evidence to continually evaluate the effects of my decisions on others and adapt my professional practices to better meet learners' needs	52%	36%	6%	57%	39%	
practice the profession in an ethical manner	30%	61%	9%	31%	69%	
collaborate with others to build a positive learning climate marked by respect, rigor, and responsibility	33%	55%	9%	35%	63%	
engage learners in critical thinking, creativity, collaboration, and communication to address authentic local and global issues	42%	45%	12%	43%	52%	
use assessment to engage learners in their own growth	42%	52%		52%	42%	
select, create, and sequence learning experiences and performance tasks that support learners in reaching rigorous curriculum goals based on content standards and cross-disciplinary skills	39%	52%		54%	44%	
plan instruction by collaborating with colleagues, specialists, community resources, families and learners to meet individual learning needs	42%	48%		46%	50%	

Question	Employ	ver Response	Teacher Res	ponse
engage in continuous professional learning to more effectively meet the needs of each learner	24%	70%	40%	56%
collaborate with learners, families, colleagues, other school professionals, and community members to ensure learner growth.	36%	55% 9%	46%	48%
seek appropriate leadership roles and opportunities that would alow me to take responsibility for student learning and to advance in the profession	36%	58%	8% 49%	42%
has deep knowlede 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 Connecti	48%	42%	12% 40%	45%
possesses knowledge of Alabama's state assessment system	7% 48%	39%	17% 48%	29%
integrates Alabam-wide programs and initiatives into the curriculum and instructional process.	64%	27%	14% 48%	35%
communicates with sudents, parents, and the public about Alabama's assessment system and major Alabama educational improvement initiatives.	30%	61% 9%	19% 41%	36%
understands the expectations of the profession including the Alabama Educator Code of Ethics, the NASDTEC Model of Code of Ethics for Educators (MCEE), professional standards of practice, and relevant law and policy.	30%	55% 9%	7% 55%	37%