Inductee Surveys: 2022

Calculation		Score and Responses			
			This EPP	All EPPs	Similar EPPs
Response Average: 3.48		Average Score:	3.48	3.37	3.42
N: 14		Responses:	14	2,405	93
		Response rate:	21%	19%	18%

Surveys utilized a Likert scale: 4 = Strongly agree, 3 = Agree, 2 = Disagree, 1 = Strongly disagree, 0 = No response
(Items with no response were ignored when deriving average scores.)

Survey Items	This EPP	All EPPs	Similar EPPs
1. Recognize the basic developmental levels (cognitive, social, emotional, and physical) appropriate to my students. (InTASC Standard 1)	3.57	**3.40**	**3.47**
2. Plans instruction incorporating the basic theories of student development appropriate to the age and grade level taught. (InTASC Standard 1)	3.71	**3.42**	**3.49**
3. Delivers instruction incorporating the basic theories of student development appropriate to the age and grade level taught. (InTASC Standard 1)	3.64	**3.41**	**3.47**
4. Develops and manages a collaborative classroom in which all students have ownership. (InTASC Standard 3)	3.50	**3.36**	**3.46**
5. Implements effective classroom management strategies and procedures in all school areas. (InTASC Standard 3)	3.36	**3.27**	**3.40**
6. Understands how individual differences and diverse cultures impact student learning and classroom environments and uses that information to design and deliver instruction. (InTASC Standard 3)	3.64	**3.48**	**3.56**
7. Use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to real world applications. (InTASC Standard 5)	3.57	**3.42**	**3.51**
8. Plan and deliver differentiated instruction using a wide range of evidence-based instructional strategies, resources, and technological tools to meet the diverse learning needs of the following. (InTASC Standard 2)			
a. Gifted Students	3.50	**3.26**	**3.29**
b. Students with Disabilities	3.31	**3.26**	**3.29**
c. English Language Learners	2.93	**3.04**	**2.98**
d. At-Risk Students	3.29	**3.16**	**3.15**
9. Use technological tools and a variety of communication strategies to build communities that engage learners. (InTASC Standard 10)	3.50	**3.42**	**3.49**
10. Create experiences to build accurate conceptual understandings when students have misconceptions. (InTASC Standard 4)	3.43	**3.34**	**3.36**
11. Create opportunities for students to learn, practice, and master academic language. (InTASC Standard 4)	3.43	**3.41**	**3.41**
12. Use academic language in a way that encourages learners to integrate content areas. (InTASC Standard 4)	3.29	**3.39**	**3.38**
13. Utilize strategies to create learning environments which engage students in individual and collaborative learning. (InTASC Standard 3)	3.64	**3.45**	**3.52**

14. Create opportunities for learners to develop diverse social and cultural perspectives. (InTASC Standard 5)	3.57	**3.36**	**3.36**
15. Engage learners in understanding, questioning, analyzing ideas, and mastering content from diverse perspectives. (InTASC Standard 4)	3.57	**3.36**	**3.43**
16. Examine data to understand each learners progress and learning needs. (InTASC Standard 6)	3.15	**3.27**	**3.36**
17. Engage learners in monitoring their own progress. (InTASC Standard 6)	3.08	**3.13**	**3.19**
18. Develop supports for literacy development across content areas. (InTASC Standard 5)	3.54	**3.28**	**3.43**
19. Develop flexible learning environments that foster discovery, exploration, and expression. (InTASC Standard 5)	3.46	**3.35**	**3.40**
20. Utilize a variety of technological resources to support and promote student learning. (InTASC Standard 8)	3.62	**3.40**	**3.50**
21. Promote students responsible use of interactive technologies. (InTASC Standard 3)	3.46	**3.32**	**3.42**
22. Use a variety of diagnostic, formative, and summative assessments to assess and address learner needs. (InTASC Standard 6)	3.46	**3.47**	**3.52**
23. Seek appropriate ways to integrate technology to support assessment practice and to assess learner needs. (InTASC Standard 6)	3.46	**3.38**	**3.45**
24. Use formative and summative data to adjust instruction to enhance learning. (InTASC Standard 6)	3.31	**3.45**	**3.47**
25. Use a variety of evidence-based practices to differentiate and support learning. (InTASC Standard 7)	3.31	**3.41**	**3.40**
26. Use a variety of instructional strategies to support learners communication through speaking, listening, reading, and writing. (InTASC Standard 8)	3.54	**3.42**	**3.44**
27. Align instructional goals and activities with state and district performance standards. (InTASC Standard 8)	3.69	**3.50**	**3.58**
28. Use ongoing analysis and reflection to improve planning and practice. (InTASC Standard 9)	3.62	**3.45**	**3.55**
29. Seek professional development opportunities to further develop my practice. (InTASC Standard 9)	3.38	**3.41**	**3.44**
30. Work collaboratively with colleagues and other professionals. (InTASC Standard 10)	3.69	**3.54**	**3.64**
31. Understand, uphold, and follow professional ethics, policies, and legal codes of conduct. (InTASC Standard 9)	3.62	**3.66**	**3.69**
32. Contribute to positive changes in practice and advance the teaching profession. (InTASC Standard 10)	3.54	**3.53**	**3.57**

Survey Items Grouped as InTASC Standards	This EPP	All EPPs	Similar EPPs
InTASC Standard 1 (Survey Questions 1, 2, 3)	3.64	**3.41**	**3.46**
InTASC Standard 2 (Survey Questions 8a, b, c,and d)	3.26	**3.14**	**3.13**
InTASC Standard 3 (Survey Questions 4, 5, 6, 13, 21)	3.52	**3.38**	**3.47**
InTASC Standard 4 (Survey Questions 10, 11, 12, 15)	3.43	**3.38**	**3.40**
InTASC Standard 5 (Survey Questions 7, 14, 18, 19)	3.54	**3.35**	**3.42**

InTASC Standard 6 (Survey Questions 16, 17, 22, 23, 24)	3.29	**3.37**	**3.37**
InTASC Standard 7 (Survey Question 25)	3.31	**3.41**	**3.40**
InTASC Standard 8 (Survey Questions 20, 26, 27)	3.62	**3.44**	**3.51**
InTASC Standard 9 (Survey Questions 28, 29, 31)	3.54	**3.51**	**3.56**
InTASC Standard 10 (Survey Questions 9, 30, 32)	3.58	**3.50**	**3.57**

Inductee Surveys: 2023

Summary Data		Score and Responses			
			This EPP	All EPPs	Similar EPPs
Response Average: 3.39		Average Score:	3.39	3.37	3.43
N: 17		Responses:	17	2,141	116
		Response rate:	22%	16%	18%

Surveys utilized a Likert scale: 4 = Strongly agree, 3 = Agree, 2 = Disagree, 1 = Strongly disagree, 0 = No response
(Items with no response were ignored when deriving average scores.)

Survey Items	This EPP	All EPPs	Similar EPPs
1. Recognize the basic developmental levels (cognitive, social, emotional, and physical) appropriate to my students. (InTASC Standard 1)	3.41	3.40	3.47
2. Plan instruction incorporating the basic theories of student development appropriate to my students. (InTASC Standard 1)	3.59	3.43	3.51
3. Deliver instruction incorporating the basic theories of student development appropriate to my students. (InTASC Standard 1)	3.47	3.40	3.47
4. Develop and manage a collaborative classroom in which all students have ownership. (InTASC Standard 3)	3.47	3.38	3.46
5. Implement effective classroom management strategies and procedures in all school areas. (InTASC Standard 3)	3.00	3.27	3.26
6. Understand how individual differences and diverse cultures impact student learning and classroom environments and use that information to design and deliver instruction. (InTASC Standard 3)	3.59	3.49	3.52
7. Use differing perspectives to engage learners in critical thinking, creativity, and collaborative problem solving related to real world applications. (InTASC Standard 5)	3.53	3.44	3.50
8. Plan and deliver differentiated instruction using a wide range of evidence-based instructional strategies, resources, and technological tools to meet the diverse learning needs of the following. (InTASC Standard 2)			
a. Gifted Students	3.06	3.12	3.15
b. Students with Disabilities	3.19	3.29	3.36
c. English Language Learners	2.76	3.05	3.08
d. At-Risk Students	2.94	3.14	3.10
9. Use technological tools and a variety of communication strategies to build communities that engage learners. (InTASC Standard 10)	3.47	3.44	3.49
10. Create experiences to build accurate conceptual understandings when students have misconceptions. (InTASC Standard 4)	3.29	3.35	3.39
11. Create opportunities for students to learn, practice, and master academic language. (InTASC Standard 4)	3.41	3.42	3.48
12. Use academic language in a way that encourages learners to integrate content areas. (InTASC Standard 4)	3.29	3.41	3.47
13. Utilize strategies to create learning environments which engage students in individual and collaborative learning. (InTASC Standard 3)	3.59	3.45	3.50

	This EPP	All EPPs	Similar EPPs
14. Create opportunities for learners to develop diverse social and cultural perspectives. (InTASC Standard 5)	3.53	3.38	3.40
15. Engage learners in understanding, questioning, analyzing ideas, and mastering content from diverse perspectives. (InTASC Standard 4)	3.47	3.38	3.46
16. Examine data to understand each learners progress and learning needs. (InTASC Standard 6)	3.19	3.32	3.36
17. Engage learners in monitoring their own progress. (InTASC Standard 6)	3.06	3.15	3.21
18. Develop supports for literacy development across content areas. (InTASC Standard 5)	3.50	3.28	3.41
19. Develop flexible learning environments that foster discovery, exploration, and expression. (InTASC Standard 5)	3.38	3.36	3.40
20. Utilize a variety of technological resources to support and promote student learning. (InTASC Standard 8)	3.56	3.41	3.49
21. Promote students responsible use of interactive technologies. (InTASC Standard 3)	3.25	3.34	3.40
22. Use a variety of diagnostic, formative, and summative assessments to assess and address learner needs. (InTASC Standard 6)	3.44	3.47	3.51
23. Seek appropriate ways to integrate technology to support assessment practice and to assess learner needs. (InTASC Standard 6)	3.44	3.40	3.45
24. Use formative and summative data to adjust instruction to enhance learning. (InTASC Standard 6)	3.31	3.46	3.50
25. Use a variety of evidence-based practices to differentiate and support learning. (InTASC Standard 7)	3.38	3.43	3.48
26. Use a variety of instructional strategies to support learners communication through speaking, listening, reading, and writing. (InTASC Standard 8)	3.50	3.44	3.52
27. Align instructional goals and activities with state and district performance standards. (InTASC Standard 8)	3.69	3.50	3.61
28. Use ongoing analysis and reflection to improve planning and practice. (InTASC Standard 9)	3.56	3.46	3.61
29. Seek professional development opportunities to further develop my practice. (InTASC Standard 9)	3.31	3.41	3.51
30. Work collaboratively with colleagues and other professionals. (InTASC Standard 10)	3.38	3.54	3.57
31. Understand, uphold, and follow professional ethics, policies, and legal codes of conduct. (InTASC Standard 9)	3.63	3.66	3.72
32. Contribute to positive changes in practice and advance the teaching profession. (InTASC Standard 10)	3.50	3.54	3.60

Survey Items Grouped as InTASC Standards	This EPP	All EPPs	Similar EPPs
InTASC Standard 1 (Survey Questions 1, 2, 3)	3.49	3.41	3.46
InTASC Standard 2 (Survey Questions 8a, b, c, and d)	2.99	3.15	3.15
InTASC Standard 3 (Survey Questions 4, 5, 6, 13, 21)	3.38	3.38	3.43
InTASC Standard 4 (Survey Questions 10, 11, 12, 15)	3.37	3.39	3.45
InTASC Standard 5 (Survey Questions 7, 14, 18, 19)	3.48	3.36	3.43

InTASC Standard 6 (Survey Questions 16, 17, 22, 23, 24)	3.29	3.38	3.39
InTASC Standard 7 (Survey Question 25)	3.38	3.43	3.48
InTASC Standard 8 (Survey Questions 20, 26, 27)	3.58	3.45	3.54
InTASC Standard 9 (Survey Questions 28, 29, 31)	3.5	3.51	3.62
InTASC Standard 10 (Survey Questions 9, 30, 32)	3.45	3.51	3.55

Teacher Inductee Survey: 2024

Calculation		Score and Responses			
			This EPP	**All EPPs**	**Similar EPPs**
Response Average: 4.93		**Average Score:**	4.93	5.35	5.43
N: 7		**Responses:**	7	791	128
		Response rate:	24%	19%	23%

Surveys utilized a Likert scale: 4 = Strongly agree, 3 = Agree, 2 = Disagree, 1 = Strongly disagree, 0 = No response
(Items with no response were ignored when deriving average scores.)

Survey Items	This EPP	All EPPs	Similar EPPs
1. Demonstrate an understanding of learner development by providing learning experiences relevant to the developmental level of the student.	4.86	**5.34**	**5.38**
2. Design curricular experiences where learners can demonstrate mastery of key content.	4.86	**5.28**	**5.38**
3. Demonstrate accurate and current content knowledge in the subject(s) taught.	5.14	**5.28**	**5.46**
4. Demonstrate research-based and/or evidence-based instructional strategies relevant to the subject(s) taught.	4.86	**5.34**	**5.44**
5. Plan instruction with evidence-based strategies to meet the needs of all students.	4.86	**5.35**	**5.48**
6. Use student learning data to inform instructional goals and daily lessons.	5.14	**5.27**	**5.41**
7. Align instructional goals with state and local district performance standards.	5.29	**5.40**	**5.52**
8. Use a variety of research-based and/or evidence-based instructional strategies to facilitate students' acquisition of knowledge and skills.	5.00	**5.35**	**5.49**
9. Engage students in active learning activities relevant to the content.	5.17	**5.38**	**5.50**
10. Engage students in higher-order thinking activities.	5.14	**5.31**	**5.45**
11. Differentiate the instructional content to challenge and support each student's learning.	4.71	**5.27**	**5.37**
12. Maintain high expectations of students while differentiating instruction.	5.00	**5.32**	**5.40**
13. Use a variety of research-based and/or evidence-based instructional strategies to accommodate individual learning needs/goals.	4.86	**5.31**	**5.39**
14. Align student assessment with the established curriculum and learning goals.	5.00	**5.36**	**5.46**
15. Identify a variety of assessment strategies and instruments according to student population.	5.14	**5.32**	**5.40**
16. Use formal and informal methods of assessing student learning at multiple points (diagnostic, formative, and summative).	5.00	**5.49**	**5.43**
17. Systematically analyze assessment data to determine individual student needs and progress.	4.86	**5.45**	**5.29**
18. Use data to inform instructional content and delivery methods.	4.71	**5.31**	**5.42**
19. Use assessment results to provide constructive and frequent feedback to various stakeholders (including students and families) on progress toward learning	4.71	**5.30**	**5.37**
20. Provide a safe environment that is conducive to learning for all.	5.00	**5.51**	**5.51**
21. Provide a positive environment that encourages respect for all.	4.86	**5.53**	**5.59**

22. Establish clear expectations, rules, routines, and procedures to promote a safe and orderly learning environment.	4.86	**5.44**	**5.44**
23. Create a student-centered environment that encourages students to explore new ideas as self-directed learners.	4.86	**5.42**	**5.47**
24. Create an academic environment that promotes critical and creative thinking.	4.71	**5.41**	**5.44**
25. Create a rigorous environment that encourages students to take appropriately challenging academic risks.	5.00	**5.35**	**5.37**
26. Follow professional ethics, policies, and legal codes of conduct.	5.00	**5.63**	**5.63**
27. Participate in professional learning activities, and incorporate learning into classroom activities to meet the needs of their students.	4.71	**5.48**	**5.52**
28. Engage in activities outside the classroom intended for school and student enhancement.	4.86	**5.33**	**5.39**
29. Work collaboratively with internal and external stakeholders, such as students, school and district personnel, families, and community representatives.	4.71	**5.32**	**5.37**
30. Communicate instructional goals and expectations with students and families.	5.00	**5.38**	**5.42**

Survey Item Alignment with Georgia's Teacher Assessment on Performance Standards			
	This EPP	**All EPPs**	**Similar EPPs**
Planning (Survey Questions 1 - 7)	5.00	**5.32**	**5.44**
Instructional Delivery (Survey Questions 8 - 13)	4.98	**5.32**	**5.43**
Assessment of and for Learning (Survey Questions 14-19)	4.90	**5.34**	**5.43**
Learning Environment (Survey Questions 20 - 25)	4.88	**5.44**	**5.47**
Professionalism and Communication (Survey Questions 26 - 30)	4.86	**5.43**	**5.46**