OEQA 2025 First Year Teacher Survey Report

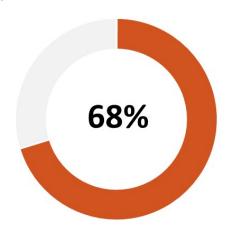
Office for Educational Quality and Accountability
May 21, 2025



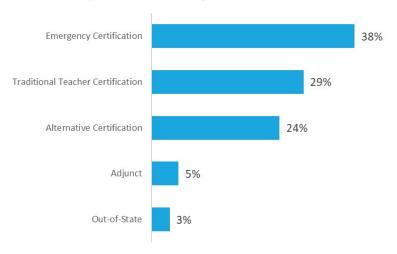
Response Rate and Makeup

The surveys summarized in this report were administered to teachers in their first year of teaching in the spring of 2025. First Year Teachers Contacted = 2,912; Survey Respondents = 1,163; Response Rate = 40%

More than two thirds of respondents are not traditionally certified



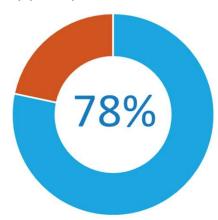
Through which route did you receive your teaching license?



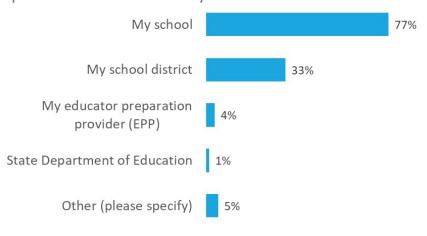


Who Provided First Year Teachers with Prep and Mentoring?

Three quarters of teachers reported having a designated mentor/support person



Who assigned you a mentor/support person for this school year?





Teacher Excellence and Support System (TESS) Domains

- This survey measures respondents' preparedness across for teaching domains derived from Arkansas' Teacher Excellence and Support System (TESS)
- The Domains are:
 - 1. Planning and Preparation
 - 2. Classroom Environment
 - 3. Instruction
 - 4. Professional Responsibilities



TESS Domains 1-4 – Overall Averages

| | | Strongly Disagree | Disagree | Agree | Strongly Agree | |
|------------------|-----|----------------------|----------|-------|-------------------|-----|
| All Domains | 15% | 4% | 10% | 48% | 37% | 85% |
| | | | | | | |
| Domain 4 Overall | 14% | 4% | 10% | 48% | 38% | 86% |
| | | | | | | |
| Domain 3 Overall | 12% | 4% | 8% | 47% | 40% | 88% |
| | | | | | | |
| Domain 2 Overall | 17% | 5% | 12% | 45% | 37% | 83% |
| | | | | | | |
| Domain 1 Overall | 16% | 4% | 11% | 50% | 34% | 84% |



Domain 1: Planning and Preparation

We asked first year teachers how well their EPP or route to certification prepared them to:

- 1. Demonstrate knowledge of content and pedagogy
- 2. Demonstrate knowledge of students
- 3. Set instructional outcomes
- 4. Demonstrate knowledge of resources
- 5. Design coherent instruction
- 6. Design student assessments



Domain 1- Planning and Preparation- My Route to Certification prepared me to:

| | | Strongly Disagree | Disagree | Agree | Strongly Agree | |
|---|-------|----------------------|----------|-------|-------------------|------|
| Overall Average | 16% | 4% | 11% | 50% | 34% | 84% |
| | | | | | | |
| Design student assessments | 21% | 5% | L6% | 48% | 32% | 79% |
| | | | | | | |
| Design coherent instruction | 15% | 5% | 11% | 50% | 35% | 85% |
| Demonstrate la collecte et accompa | 4.607 | 5 0/ | 440/ | 500/ | 252/ | 0.00 |
| Demonstrate knowledge of resources | 16% | 5% | 11% | 50% | 35% | 84% |
| Set instructional outcomes | 15% | 4% | 10% | 51% | 34% | 85% |
| set instructional outcomes | 1370 | 470 | 1070 | 31/0 | 3470 | 03/0 |
| Demonstrate knowledge of students | 13% | 4% | 9% | 51% | 36% | 87% |
| | | | | | | |
| Demonstrate knowledge of content and pedagogy | 15% | 5% | 10% | 51% | 34% | 85% |



Domain 2: Classroom Environment

We asked first year teachers how well their EPP or route to certification prepared them to:

- 1. Create an environment of respect and rapport
- 2. Establish a culture for learning
- 3. Manage classroom procedures
- 4. Manage student behavior
- 5. Organize physical space



Domain 2- Classroom Environment- My route to certification prepared me to:

| | | Strongly Disagee | Disagree | Agree | Strongly Agree | |
|--|-----|---------------------|----------|-------|-------------------|-------------|
| Overall Average | 17% | 5% | 12% | 45% | 37% | 83% |
| | | | | | | |
| Organize physical space | 22% | 6% | 15% | 45% | 33% | 78% |
| | | | | | | |
| Manage student behavior | 25% | 8% | 18% | 44% | 31% | 75 % |
| | | | | | | |
| Manage classroom procedures | 17% | 5% | 12% | 46% | 36% | 83% |
| | | | | | | |
| Establish a culture for learning | 11% | | 4% 7% | 46% | 43% | 89% |
| | | | | | | |
| Create an environment of respect and rapport | 11% | | 4% 6% | 45% | 44% | 89% |
| . alala a. a | | | | | | |



Domain 3: Instruction

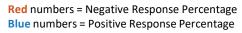
We asked first year teachers how well their EPP or route to certification prepared them to:

- 1. Communicate with students
- 2. Use questioning and discussion techniques
- 3. Engage students in learning
- 4. Use assessment in instruction
- 5. Demonstrate flexibility and responsiveness



Domain 3- Instruction - My route to certification prepared me to:

| | | Strongly Disagee Disagree | Agree | Strongly Agree | |
|---|------|------------------------------|-------|-------------------|------|
| Overall Average | 12% | 4% 8% | 47% | 40% | 88% |
| Demonstrate flexibility and | 12% | 4% 8% | 47% | 41% | 88% |
| responsiveness | 12/0 | 470 070 | 4770 | 41/0 | 00/6 |
| Use assessment(s) in instruction | 14% | 4% 10% | 49% | 37% | 86% |
| Engage students in learning | 12% | 4% 8% | 46% | 42% | 88% |
| Use questioning and discussion techniques | 12% | 4% 8% | 47% | 42% | 88% |
| Communicate with students | 12% | 4% 8% | 48% | 41% | 88% |





Domain 4: Professional Responsibilities

We asked first year teachers how well their EPP or route to certification prepared them to:

- 1. Reflect on teaching
- 2. Maintain accurate records
- 3. Communicate with families
- 4. Participate in professional community
- 5. Grow professionally
- 6. Show professionalism

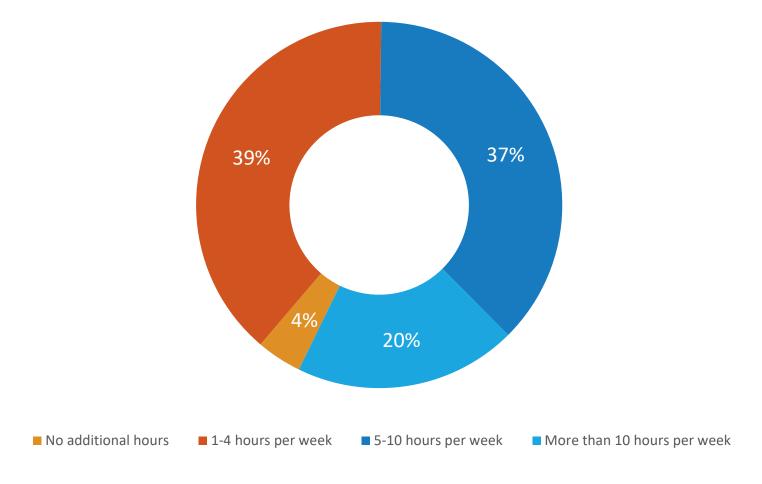


Professional Responsibilities - My Route to certification prepared me to:

| | | ongly sagee Disagree | Agree | Strongly Agree | |
|---------------------------------------|----------------|-------------------------|-------|-------------------|-----|
| Overall Average | | 4% 10% | 48% | 38% | 14% |
| | | | | | |
| Show professionalism | 92% | 3% 5% | 44% | 48% | 8% |
| | | | | | |
| Grow professionally | 90% | 4% 6% | 48% | 42% | 10% |
| | | | | | |
| Participate in professional community | 86% | 4% 10% | 50% | 36% | 14% |
| | | | | | |
| Communicate with families | 79 % 5% | 16% | 46% | 33% | 21% |
| | | | | | |
| Maintain accurate records | 81% | 14% | 49% | 32% | 19% |
| | | | | | |
| Reflect on teaching | 86% | 4% 10% | 48% | 38% | 14% |

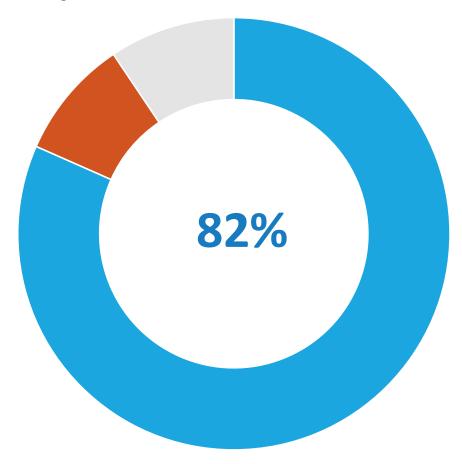


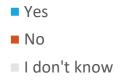
Most respondents spend 5+ hours a week outside of contract time on preparation





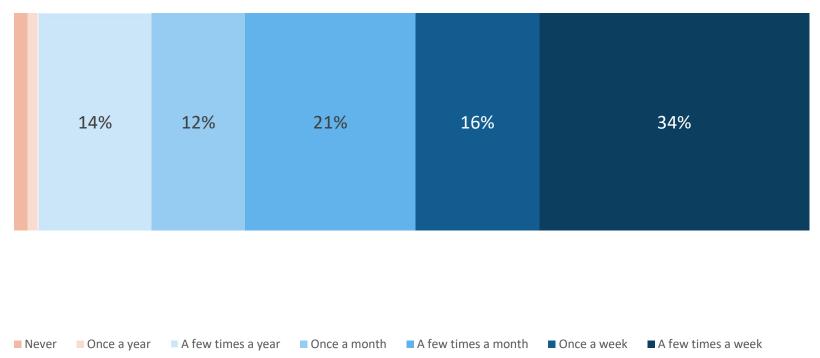
Over three-quarters of respondents with a support person reported that their support person had taught in the same subject area/grade level







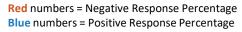
How frequently did you work with your assigned mentor/support person this school year?





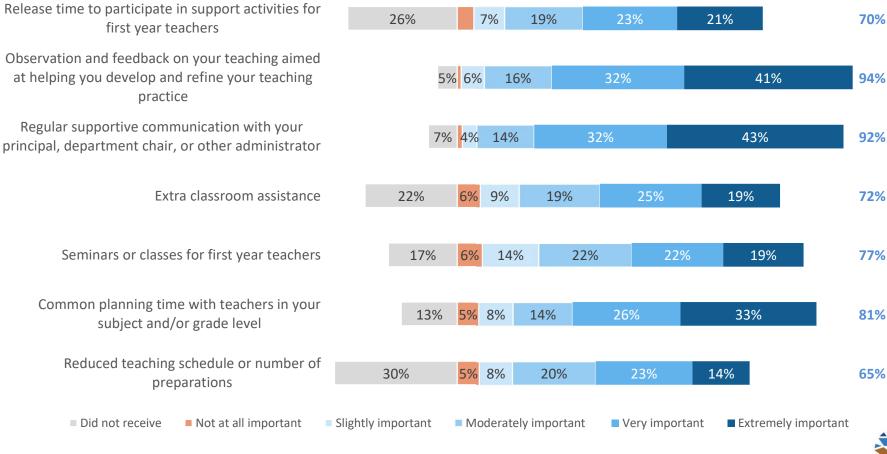
How much did your mentor/assigned support person help you...

| | | Not at all | A little | A large a | amount | A very large amount | | |
|---|-----|------------|----------|-----------|--------|------------------------|----|------------|
| Improve your teaching | 27% | 9% | 19% | 30 | | 42% | 73 | 3% |
| | | | | | | | | |
| By supporting your social/emotional needs | 24% | 8% | 16% | 32% | 6 | 44% | 76 | 6% |
| necus | | | | | | | | |
| Develop student assessment tools | 40% | 17% | 23% | | 32% | 28% | 60 | 0% |
| | | | | | | | | |
| Prepare lessons that address learning standards | 43% | 19% | 24% | | 28% | 30% | 57 | 7 % |
| Stanuarus | | | | | | | | |
| By teaching demonstration lessons | 50% | 21% | 29% | | 27% | 23% | 50 | 0% |
| | | | | | | | | |
| Complete paperwork or keep records | 47% | 15% | 32% | | 27% | 26% | 53 | 3% |
| | | | | | | | | |





Please indicate how important the following kinds of support were to you during this school year:

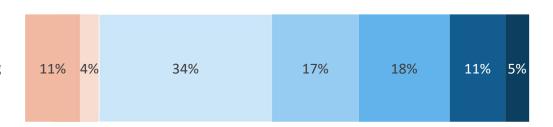


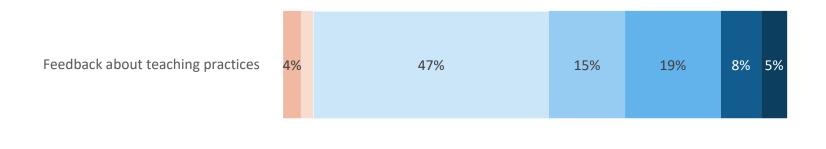


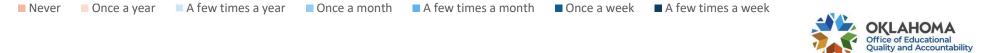
Total Positive

Please indicate how often you are provided with...

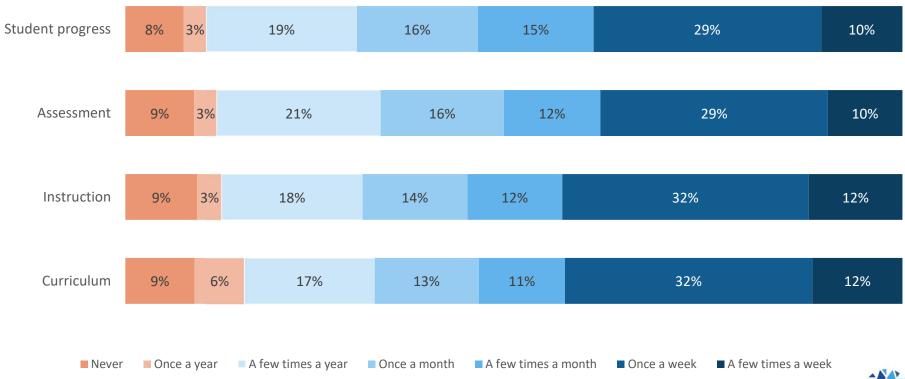
Support using evidence-based assessment methods to gauge student progress and provide a basis for adapting classroom practices





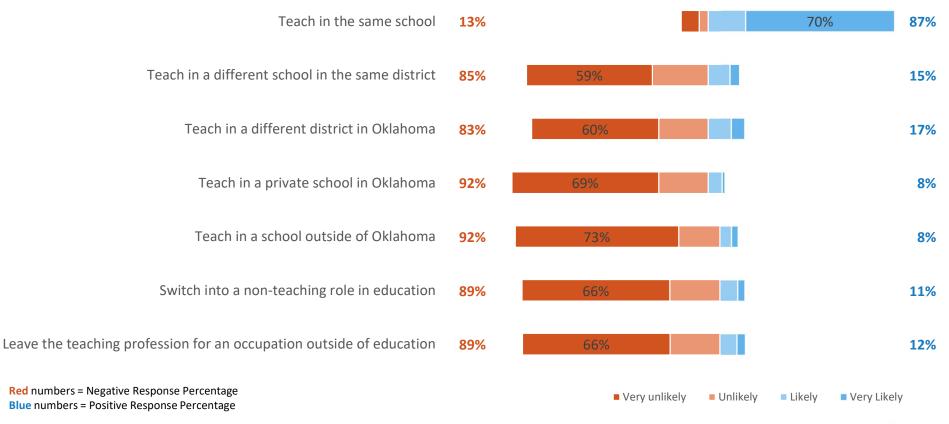


How often do teacher teams and/or collaborative groups at your school meet to discuss...





How likely are you to pursue the following options next school year?





To what extent did the support you received as a first year teacher influence your decision to remain in your current teaching position?

| Not at all | A little | A large amount | A very large amount |
|------------|----------|-------------------|------------------------|
| 20.02% | 31.62% | 36.39% | 11.97% |

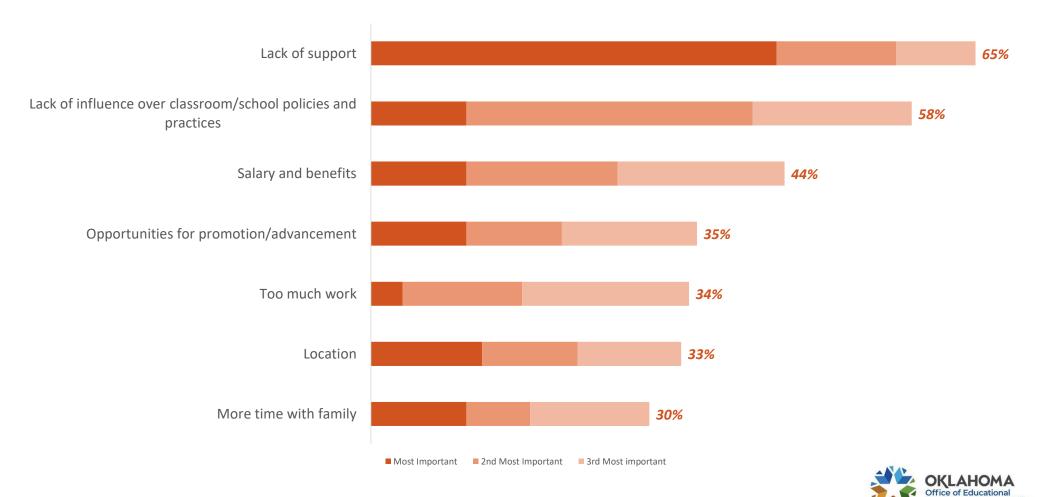


Please rate how likely you are to pursue the following options in the future:

| | | | Very unlikely | Unlikely | Likely | Very likely | |
|--|-------------|-----|------------------|----------|---------|-------------|------------|
| Lead or Master teacher designation | 57 % | | 23% | 34% | 33% | 10% | 47% |
| Admin Certification | 67% | | 30% | 37% | 24% | 9% | 57% |
| Library Media Specialist Certification | 87% | 48% | | 40% | 11% | | 77% |
| School Counseling Certification | 77% | 40 |)% | 37% | 16% | | 67% |
| Special Education Certification | 75 % | | 45% | 30% | 13% 13% | l l | 65% |
| English as a Second Language (ESL) Certification | 85% | 49% | | 36% | 10% | | 75% |
| Gifted Education Specialist Certification | 80% | 42% | 6 | 38% | 15% | | 70% |
| School Psychologist Certification | 85% | 48% | | 37% | 11% | | 75% |
| Reading Specialist Certification | 75 % | 4 | 10% | 34% | 18% | 1 | 65% |



Please rank the top three reasons you are considering leaving your current teaching position



Please rate how likely you are to pursue the following options in the future:

| | | Very unlikely | Unlikely | Likely | Very likely | |
|--|-------------|------------------|----------|---------|-------------|-------------|
| Lead or Master teacher designation | 57 % | 23% | 34% | 33% | 10% | 47% |
| Admin Certification | 67% | 30% | 37% | 24% | 9% | 57% |
| Library Media Specialist Certification | 87% | 48% | 40% | 11% | | 77% |
| School Counseling Certification | 77% | 40% | 37% | 16% | | 67% |
| Special Education Certification | 75% | 45% | 30% | 13% 13% | | 65% |
| English as a Second Language (ESL) Certification | 85% | 49% | 36% | 10% | | 75 % |
| Gifted Education Specialist Certification | 80% | 42% | 38% | 15% | | 70% |
| School Psychologist Certification | 85% | 48% | 37% | 11% | | 75% |
| Reading Specialist Certification | 75% | 40% | 34% | 18% | | 65% |



Please rate how likely you are to pursue the following options in the future:

| | | Very unlikely | Unlikely | Likely | Very likely | |
|--|-------------|------------------|----------|---------|-------------|-----|
| Lead or Master teacher designation | 57 % | 23% | 34% | 33% | 10% | 47% |
| Admin Certification | 67% | 30% | 37% | 24% | 9% | 57% |
| Library Media Specialist Certification | 87% | 48% | 40% | 11% | | 77% |
| School Counseling Certification | 77% | 40% | 37% | 16% | | 67% |
| Special Education Certification | 75% | 45% | 30% | 13% 13% | | 65% |
| English as a Second Language (ESL) Certification | 85% | 49% | 36% | 10% | | 75% |
| Gifted Education Specialist Certification | 80% | 42% | 38% | 15% | | 70% |
| School Psychologist Certification | 85% | 48% | 37% | 11% | | 75% |
| Reading Specialist Certification | 75% | 40% | 34% | 18% | | 65% |

