

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

NCDPI Employer Satisfaction Survey Data

The Employer Survey is administered annually by the North Carolina Department of Public Instruction (NCDPI) to principals employing first-year teachers in NC public schools. The data is compiled annually and shared with EPPs; additionally, the data is presented publicly on the [NCDPI EPP Dashboard](#).

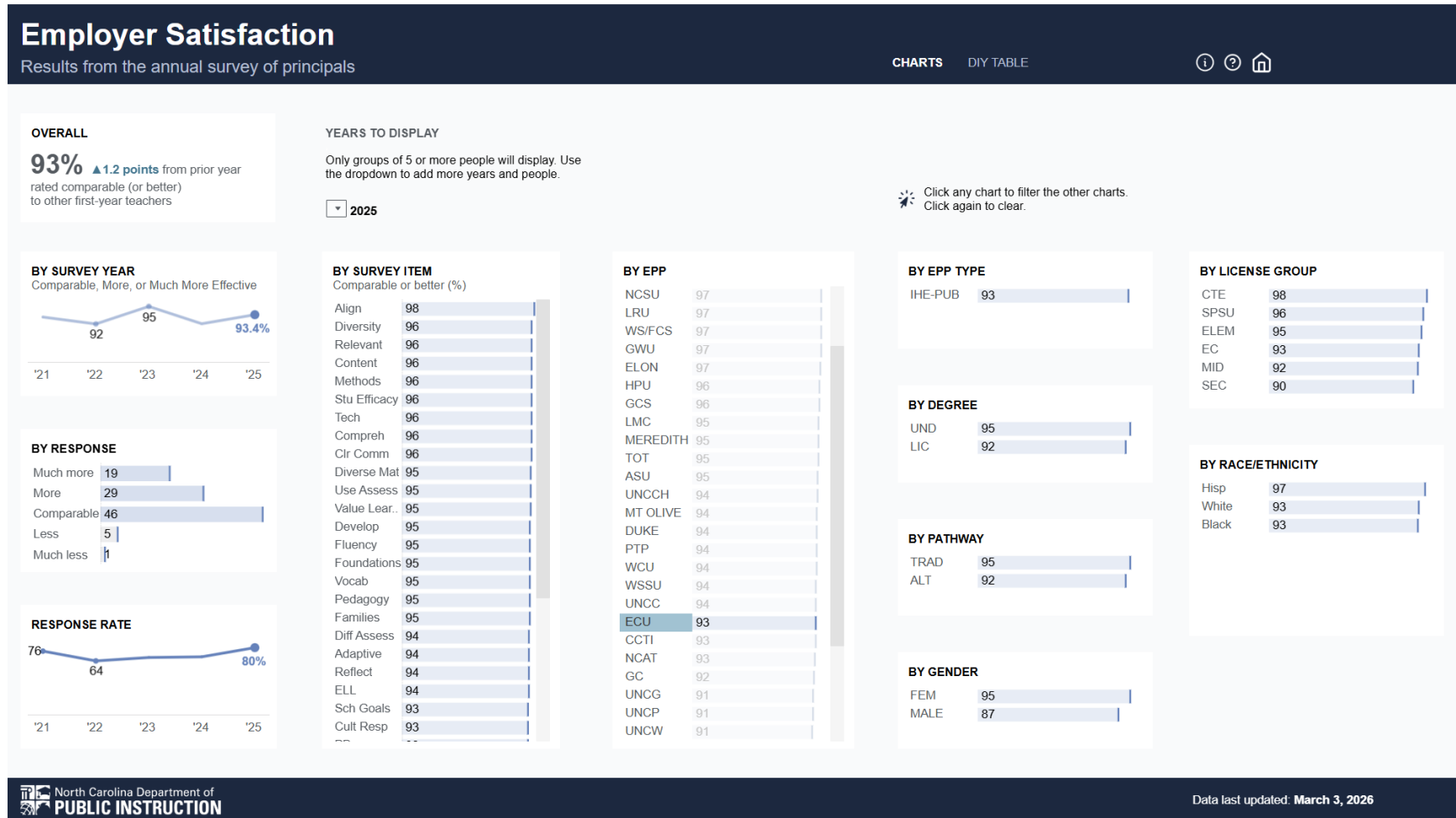
The Employer Survey consists of multiple survey items, aligned to the following NCEES standards: *Standard 1: Leadership*, *Standard 2: Classroom Environment*, *Standard 3: Content Knowledge*, *Standard 4: Facilitating Student Learning*, and *Standard 5: Reflecting on Practice*. Alignment information is published by NCDPI and SAS® and is available through the NCDPI EPP Dashboard. The Employer Survey results in this packet are organized into tables by NCEES standard.

The images below present Employer Survey results for 2024-2025. For each survey item, participants were asked to rate the effectiveness of the new teacher relative to other first-year teachers, using a 5-point Likert Scale with the following rating criteria: 1 - Much Less Effective, 2 - Less Effective, 3 - Comparable, 4 - More Effective, 5 - Much More Effective. Alignment of the NCEES Standards with InTASC standards is presented in Appendix A.

Common Abbreviations: NCEES – North Carolina Educator Effectiveness System, NCDPI – North Carolina Department of Public Instruction

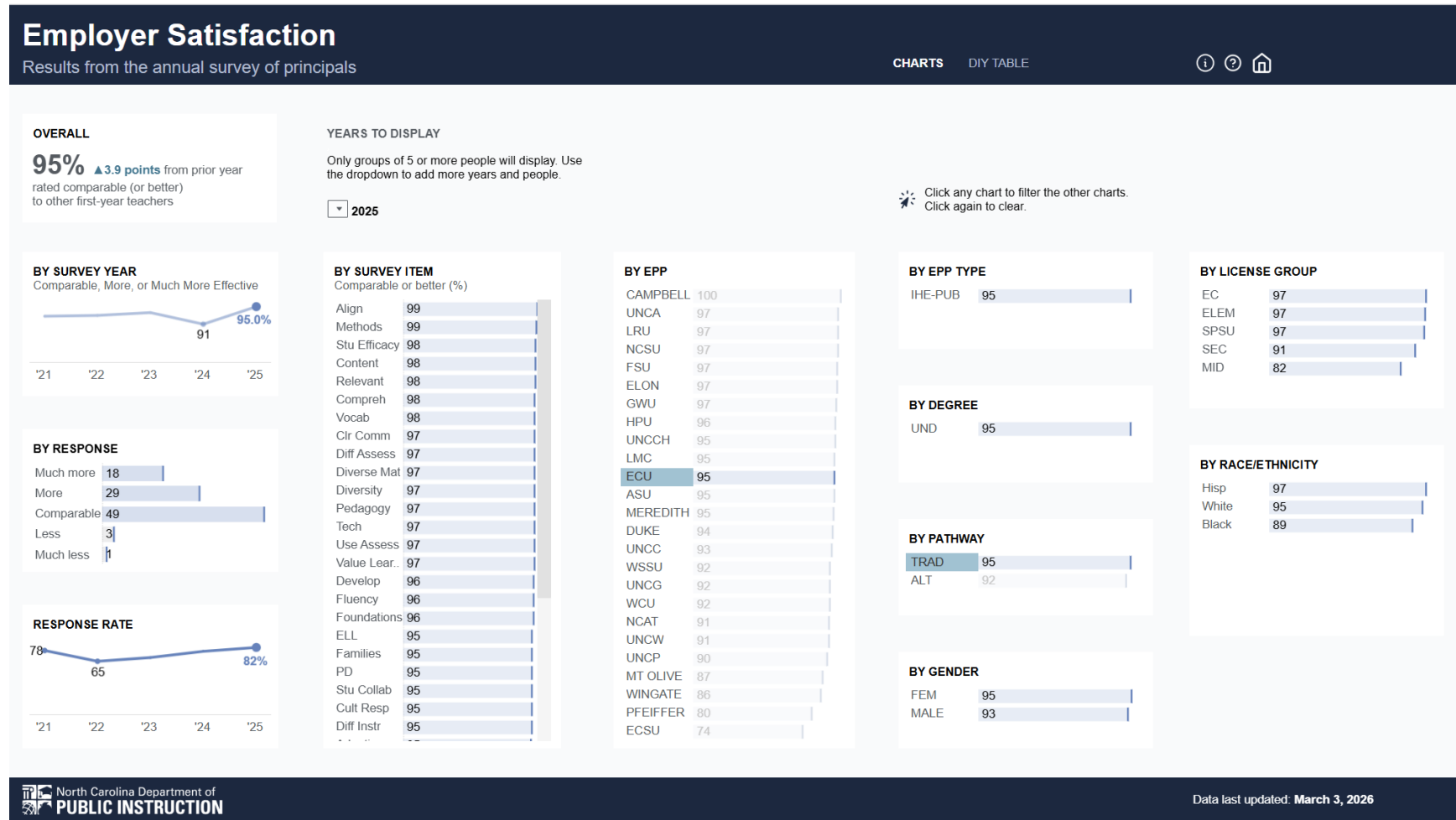
Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Image 1. 2024-2025 East Carolina University Employer Satisfaction Survey Results (Overall)



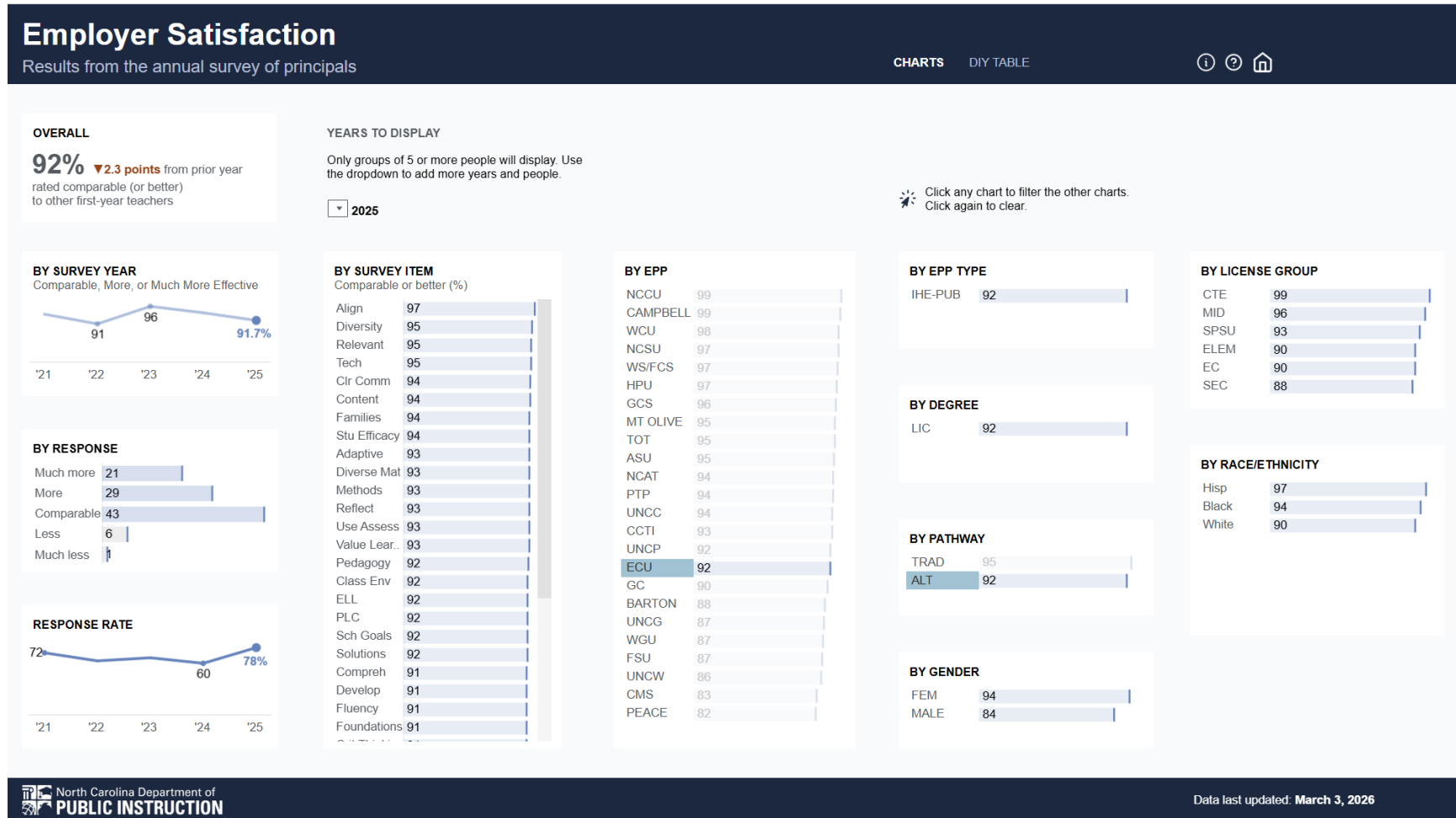
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Image 2. 2024-2025 East Carolina University Employer Satisfaction Survey Results (Traditional Pathway - Overall)



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Image 3. 2024-2025 East Carolina University Employer Satisfaction Survey Results (Alternative Pathway - Overall)



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Tables 1a-e. ECU Employer Satisfaction Survey Results – Traditional Pathway (2024-2025)

Note: Effectiveness relative to other first-year teachers is noted in the tables using the scale of much less to much more.

Table 1a. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 1 – Leadership

Contributing to the productivity of school-wide goals						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7	14%		43%	29%	14%
Birth-Kindergarten	11			73%	9%	18%
Elementary (K-6)	83	1%	1%	55%	25%	17%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	10			40%	40%	20%
Middle Grades ELA	8	13%	13%	38%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			33%	50%	17%
Reading	40			45%	28%	28%
Social Studies (Secondary)	12	8%	8%	25%	25%	33%
Special Education (Adapted Curriculum)	8			63%		38%
Special Education (General Curriculum)	10			40%	20%	40%
Seeking solutions to address students' learning needs in a proactive manner						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		29%	29%	29%	14%
Birth-Kindergarten	11			64%	18%	18%
Elementary (K-6)	83	1%	1%	41%	41%	16%
English (Secondary)	6	17%		33%	33%	17%
Health/PE	10			50%	30%	20%
Middle Grades ELA	8	25%		38%	38%	
Middle Grades Social Studies	7	14%		43%	43%	
Music	6			67%	17%	17%
Reading	40			33%	50%	18%
Social Studies (Secondary)	12	8%	8%	25%	17%	42%
Special Education (Adapted Curriculum)	8			25%	38%	38%
Special Education (General Curriculum)	10			30%	50%	20%

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Table 1a. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 1 – Leadership (cont’d)

Taking an active role in professional learning communities						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		29%	29%	29%	14%
Birth-Kindergarten	11			64%	18%	18%
Elementary (K-6)	83	1%	2%	45%	35%	17%
English (Secondary)	6	17%		50%	17%	17%
Health/PE	10		10%	60%	30%	
Middle Grades ELA	8	13%	13%	38%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			50%	33%	17%
Reading	40			40%	38%	23%
Social Studies (Secondary)	12		17%	25%	25%	33%
Special Education (Adapted Curriculum)	8			50%	13%	38%
Special Education (General Curriculum)	10			50%	20%	30%
Using data to guide practice						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7	14%	14%	43%	14%	14%
Birth-Kindergarten	11			64%	27%	9%
Elementary (K-6)	83		5%	48%	30%	17%
English (Secondary)	6		17%	67%		17%
Health/PE	10			70%	30%	
Middle Grades ELA	8	25%		38%	38%	
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			67%	17%	17%
Reading	40			43%	38%	20%
Social Studies (Secondary)	12			42%	33%	25%
Special Education (Adapted Curriculum)	8			38%	25%	38%
Special Education (General Curriculum)	10		10%	40%	20%	30%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 1b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 2 – Classroom Environment

Adapting teaching to benefit students with unique learning needs						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		29%	43%	14%	14%
Birth-Kindergarten	11			64%	18%	18%
Elementary (K-6)	83	1%		47%	37%	14%
English (Secondary)	6	17%		50%	17%	17%
Health/PE	10		10%	30%	40%	20%
Middle Grades ELA	8	13%	13%	25%	38%	13%
Middle Grades Social Studies	7	14%		43%	43%	
Music	6			50%	33%	17%
Reading	40			35%	40%	25%
Social Studies (Secondary)	12		8%	33%	33%	25%
Special Education (Adapted Curriculum)	8			25%	25%	50%
Special Education (General Curriculum)	10			40%	20%	40%
Demonstrating skill in support of English second language learners						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		14%	71%		14%
Birth-Kindergarten	11			82%	9%	9%
Elementary (K-6)	83	1%	1%	61%	24%	12%
English (Secondary)	6	17%		50%	17%	17%
Health/PE	10		10%	50%	40%	
Middle Grades ELA	8	13%	13%	38%	38%	
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			67%	17%	17%
Reading	40			60%	23%	18%
Social Studies (Secondary)	12		8%	50%	17%	25%
Special Education (Adapted Curriculum)	8			63%		38%
Special Education (General Curriculum)	10			70%	10%	20%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 1b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 2 – Classroom Environment (cont’d)

Incorporating instructional materials that reflect a diverse set of student experiences						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			86%		14%
Birth-Kindergarten	11			73%	18%	9%
Elementary (K-6)	83		2%	53%	31%	13%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	10			50%	40%	10%
Middle Grades ELA	8	13%	13%	25%	38%	13%
Middle Grades Social Studies	7	14%		29%	57%	14%
Music	6			50%	33%	17%
Reading	40		3%	38%	38%	23%
Social Studies (Secondary)	12			42%	33%	25%
Special Education (Adapted Curriculum)	8			38%	25%	38%
Special Education (General Curriculum)	10			40%	30%	30%
Investing families and other significant adults in students' learning						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7	14%		57%	14%	14%
Birth-Kindergarten	11			82%		18%
Elementary (K-6)	83	1%	1%	47%	37%	13%
English (Secondary)	6		17%	33%	33%	17%
Health/PE	10			70%	30%	
Middle Grades ELA	8	13%	13%	38%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			50%	33%	17%
Reading	40			45%	33%	23%
Social Studies (Secondary)	12	8%		50%	17%	25%
Special Education (Adapted Curriculum)	8			25%	25%	50%
Special Education (General Curriculum)	10		10%	40%	20%	30%

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Table 1b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 2 – Classroom Environment (cont’d)

Maintaining a classroom environment that enables students to learn						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		43%	14%	29%	14%
Birth-Kindergarten	11		9%	36%	36%	18%
Elementary (K-6)	83	1%	4%	37%	41%	17%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	10			30%	40%	30%
Middle Grades ELA	8	13%	25%	25%	25%	13%
Middle Grades Social Studies	7	14%	14%	29%	43%	
Music	6			50%	33%	17%
Reading	40			28%	43%	30%
Social Studies (Secondary)	12		17%	42%	17%	25%
Special Education (Adapted Curriculum)	8			13%	50%	38%
Special Education (General Curriculum)	10			40%	10%	50%
Making expectations about student behavior clear						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		43%	43%		14%
Birth-Kindergarten	11		18%	55%	9%	18%
Elementary (K-6)	83	1%	6%	39%	34%	20%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	10			40%	40%	20%
Middle Grades ELA	8	25%		25%	38%	13%
Middle Grades Social Studies	7	14%		29%	57%	
Music	6		17%	50%	17%	17%
Reading	40		3%	33%	40%	25%
Social Studies (Secondary)	12	8%	8%	42%	25%	17%
Special Education (Adapted Curriculum)	8		13%		50%	38%
Special Education (General Curriculum)	10			50%	20%	30%

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Table 1b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 2 – Classroom Environment (cont’d)

Managing disruptive behavior in the classroom						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		43%	43%		14%
Birth-Kindergarten	11		18%	55%	18%	9%
Elementary (K-6)	83	1%	6%	40%	37%	16%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	10		10%	40%	30%	20%
Middle Grades ELA	8	25%		25%	38%	13%
Middle Grades Social Studies	7	14%		29%	57%	
Music	6			67%	17%	17%
Reading	40			38%	43%	20%
Social Studies (Secondary)	12	8%	8%	42%	17%	25%
Special Education (Adapted Curriculum)	8		13%	25%	25%	38%
Special Education (General Curriculum)	10			50%	20%	30%
Respecting diversity and multiple perspectives of students						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			71%	14%	14%
Birth-Kindergarten	11			55%	27%	18%
Elementary (K-6)	83		1%	49%	35%	14%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	10		10%	50%	30%	10%
Middle Grades ELA	8	13%	13%	38%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			33%	50%	17%
Reading	40			40%	33%	28%
Social Studies (Secondary)	12			50%	33%	17%
Special Education (Adapted Curriculum)	8			38%	13%	50%
Special Education (General Curriculum)	10			40%	10%	50%

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Table 1b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 2 – Classroom Environment (cont’d)

Serving students from diverse economic backgrounds						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			67%	17%	17%
Birth-Kindergarten	11		9%	64%		27%
Elementary (K-6)	83	1%	1%	48%	19%	31%
English (Secondary)	6		20%	60%		20%
Health/PE	10			30%	50%	20%
Middle Grades ELA	8	13%		38%	25%	25%
Middle Grades Social Studies	7	14%		29%	43%	14%
Music	6			60%	20%	20%
Reading	40			43%	23%	33%
Social Studies (Secondary)	12		10%	30%	30%	30%
Special Education (Adapted Curriculum)	8			29%	14%	57%
Special Education (General Curriculum)	10			14%	57%	29%
Teaching in a multicultural or multilingual setting						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			80%		20%
Birth-Kindergarten	11			73%		27%
Elementary (K-6)	83	1%	1%	47%	20%	30%
English (Secondary)	6		20%	60%		20%
Health/PE	10		10%	10%	60%	20%
Middle Grades ELA	8	13%		38%	25%	25%
Middle Grades Social Studies	7	14%		29%	43%	14%
Music	6			60%	20%	20%
Reading	40			41%	28%	31%
Social Studies (Secondary)	12		20%	20%	30%	30%
Special Education (Adapted Curriculum)	8			33%		67%
Special Education (General Curriculum)	10			38%	38%	25%

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Table 1c. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 3 – Content Knowledge

Aligning instruction with the North Carolina Standard Course of Study						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			57%	14%	29%
Birth-Kindergarten	11			73%	9%	18%
Elementary (K-6)	83			55%	27%	18%
English (Secondary)	6			50%	33%	17%
Health/PE	10			40%	60%	
Middle Grades ELA	8	13%		50%	25%	13%
Middle Grades Social Studies	7	14%		43%	43%	
Music	6			50%	33%	17%
Reading	40			50%	28%	23%
Social Studies (Secondary)	12			58%	17%	25%
Special Education (Adapted Curriculum)	8			38%	13%	50%
Special Education (General Curriculum)	10			50%	30%	20%
Demonstrating pedagogical competency						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		14%	57%		29%
Birth-Kindergarten	11			82%		18%
Elementary (K-6)	83			57%	29%	14%
English (Secondary)	6			67%	17%	17%
Health/PE	10			40%	50%	10%
Middle Grades ELA	8	13%		63%	13%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			33%	33%	33%
Reading	40			48%	30%	23%
Social Studies (Secondary)	12		17%	33%	33%	17%
Special Education (Adapted Curriculum)	8			38%	13%	50%
Special Education (General Curriculum)	10			50%	10%	40%

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Table 1c. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 3 – Content Knowledge (cont’d)

Exhibiting a strong foundation of knowledge in his/her content area(s)						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		14%	57%		29%
Birth-Kindergarten	11			73%	9%	18%
Elementary (K-6)	83			54%	29%	17%
English (Secondary)	6			67%	17%	17%
Health/PE	10			30%	60%	10%
Middle Grades ELA	8	13%		50%	25%	13%
Middle Grades Social Studies	7	14%		43%	43%	
Music	6			33%	33%	33%
Reading	40			50%	30%	20%
Social Studies (Secondary)	12			50%	25%	25%
Special Education (Adapted Curriculum)	8		13%	25%	13%	50%
Special Education (General Curriculum)	10			50%	30%	20%
Making instruction relevant to 21st century students						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			71%	14%	14%
Birth-Kindergarten	11			82%	9%	9%
Elementary (K-6)	83			57%	30%	13%
English (Secondary)	6			67%	17%	17%
Health/PE	10		10%	40%	40%	10%
Middle Grades ELA	8	13%		50%	25%	13%
Middle Grades Social Studies	7	14%		43%	43%	
Music	6			50%	33%	17%
Reading	40			48%	33%	20%
Social Studies (Secondary)	12		8%	33%	42%	17%
Special Education (Adapted Curriculum)	8			50%		50%
Special Education (General Curriculum)	10			50%	20%	30%

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Table 1d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 4 – Facilitating Student Learning

Communicating in ways that are clearly understood by students						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		14%	57%		29%
Birth-Kindergarten	11			73%	9%	18%
Elementary (K-6)	83		1%	46%	34%	19%
English (Secondary)	6			67%	17%	17%
Health/PE	10			50%	40%	10%
Middle Grades ELA	8	13%	13%	50%	13%	13%
Middle Grades Social Studies	7	14%		71%	14%	
Music	6			50%	33%	17%
Reading	40			33%	48%	20%
Social Studies (Secondary)	12		8%	42%	25%	25%
Special Education (Adapted Curriculum)	8			38%	13%	50%
Special Education (General Curriculum)	10			40%	40%	20%
Facilitating learning through student collaboration in small groups and teams						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		14%	57%		29%
Birth-Kindergarten	11			73%	9%	18%
Elementary (K-6)	83		4%	55%	27%	14%
English (Secondary)	6			67%	17%	17%
Health/PE	10			70%	20%	10%
Middle Grades ELA	8	13%	13%	38%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			67%	17%	17%
Reading	40			48%	33%	20%
Social Studies (Secondary)	12		8%	33%	42%	17%
Special Education (Adapted Curriculum)	8			38%	13%	50%
Special Education (General Curriculum)	10			30%	50%	20%

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Table 1d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 4 – Facilitating Student Learning (cont’d)

Helping students believe they can do well in school						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			71%	14%	14%
Birth-Kindergarten	11			64%	27%	9%
Elementary (K-6)	83	1%	1%	34%	42%	22%
English (Secondary)	6			67%	17%	17%
Health/PE	10			50%	40%	10%
Middle Grades ELA	8	13%		50%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			50%	33%	17%
Reading	40			33%	40%	28%
Social Studies (Secondary)	12			58%	17%	25%
Special Education (Adapted Curriculum)	8			38%	13%	50%
Special Education (General Curriculum)	10			40%	30%	30%
Helping students value learning						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			71%	14%	14%
Birth-Kindergarten	11			73%	18%	9%
Elementary (K-6)	83	1%	1%	39%	41%	18%
English (Secondary)	6			67%	17%	17%
Health/PE	10			50%	40%	10%
Middle Grades ELA	8	13%		50%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			67%	17%	17%
Reading	40			35%	40%	25%
Social Studies (Secondary)	12		8%	50%	17%	25%
Special Education (Adapted Curriculum)	8			50%		50%
Special Education (General Curriculum)	10			40%	20%	40%

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Table 1d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 4 – Facilitating Student Learning (cont’d)

Integrating technology into instruction to enhance learning						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			57%	29%	14%
Birth-Kindergarten	11			55%	27%	18%
Elementary (K-6)	83		1%	51%	35%	13%
English (Secondary)	6			67%	17%	17%
Health/PE	10		10%	80%	10%	
Middle Grades ELA	8	13%		38%	38%	13%
Middle Grades Social Studies	7	14%		43%	43%	
Music	6			67%	17%	17%
Reading	40			48%	38%	15%
Social Studies (Secondary)	12		8%	33%	25%	33%
Special Education (Adapted Curriculum)	8			50%		50%
Special Education (General Curriculum)	10		10%	50%	30%	10%
Leveraging a variety of formal and informal assessments to drive student learning						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		14%	43%	29%	14%
Birth-Kindergarten	11			64%	18%	18%
Elementary (K-6)	83		1%	54%	31%	13%
English (Secondary)	6			67%	17%	17%
Health/PE	10			90%	10%	
Middle Grades ELA	8	13%	13%	38%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			50%	33%	17%
Reading	40			45%	35%	20%
Social Studies (Secondary)	12		8%	50%	17%	25%
Special Education (Adapted Curriculum)	8			50%		50%
Special Education (General Curriculum)	10			50%	20%	30%

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Table 1d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 4 – Facilitating Student Learning (cont’d)

Promoting critical thinking in students						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		29%	43%	14%	14%
Birth-Kindergarten	11			73%	18%	9%
Elementary (K-6)	83		2%	52%	34%	12%
English (Secondary)	6			67%	17%	17%
Health/PE	10		10%	90%		
Middle Grades ELA	8	13%	13%	25%	38%	13%
Middle Grades Social Studies	7	14%		43%	43%	
Music	6			67%	17%	17%
Reading	40		3%	43%	38%	18%
Social Studies (Secondary)	12		8%	42%	25%	25%
Special Education (Adapted Curriculum)	8			50%		50%
Special Education (General Curriculum)	10		10%	40%	30%	20%
Using state and/or district mandated assessments to inform instruction						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			57%	14%	29%
Birth-Kindergarten	11			73%	18%	9%
Elementary (K-6)	83		2%	52%	33%	13%
English (Secondary)	6			67%	17%	17%
Health/PE	10		10%	60%	30%	
Middle Grades ELA	8	13%	13%	38%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			67%	17%	17%
Reading	40			43%	43%	15%
Social Studies (Secondary)	12			67%	17%	17%
Special Education (Adapted Curriculum)	8			50%		50%
Special Education (General Curriculum)	10			50%	40%	10%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 1d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 4 – Facilitating Student Learning (cont’d)

Utilizing a variety of appropriate instructional materials						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			71%		29%
Birth-Kindergarten	11			73%	18%	9%
Elementary (K-6)	83		1%	48%	36%	14%
English (Secondary)	6			50%	33%	17%
Health/PE	10			60%	30%	10%
Middle Grades ELA	8	13%		50%	25%	13%
Middle Grades Social Studies	7	14%		57%	29%	
Music	6			50%	33%	17%
Reading	40			45%	35%	20%
Social Studies (Secondary)	12			42%	17%	42%
Special Education (Adapted Curriculum)	8			25%	25%	50%
Special Education (General Curriculum)	10			60%	10%	30%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 1e. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Traditional Candidates – NCEES Standard 5 – Reflecting on Practice

Engaging in professional development to address identified improvement needs						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7		14%	43%	29%	14%
Birth-Kindergarten	11			73%	27%	
Elementary (K-6)	83	1%	1%	55%	27%	16%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	10		10%	60%	20%	10%
Middle Grades ELA	8	13%		50%	25%	13%
Middle Grades Social Studies	7	14%		43%	43%	
Music	6			67%	17%	17%
Reading	40			50%	28%	23%
Social Studies (Secondary)	12	8%		33%	25%	33%
Special Education (Adapted Curriculum)	8			25%	25%	50%
Special Education (General Curriculum)	10			50%	20%	30%
Reflecting on practice and identifying areas for improvement						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	7			71%	14%	14%
Birth-Kindergarten	11			73%	18%	9%
Elementary (K-6)	83	1%	2%	47%	31%	18%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	10			50%	40%	10%
Middle Grades ELA	8	13%	13%	38%	25%	13%
Middle Grades Social Studies	7	14%	14%	29%	43%	
Music	6			67%	17%	17%
Reading	40			40%	35%	25%
Social Studies (Secondary)	12		25%	17%	25%	33%
Special Education (Adapted Curriculum)	8			25%	13%	63%
Special Education (General Curriculum)	10			50%	10%	40%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Tables 2a-e. ECU Employer Satisfaction Survey Results – Alternative Pathway (2024-2025)

Note: Effectiveness relative to other first-year teachers is noted in the tables using the scale of much less to much more.

Table 2a. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 1 – Leadership

Contributing to the productivity of school wide goals						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			17%	83%	
Birth-Kindergarten	9			67%	11%	22%
Elementary (K-6)	47	4%	6%	43%	28%	19%
English (Secondary)	6		17%	50%		33%
Health/PE	11		9%	64%	9%	18%
Middle Grades ELA	10		10%	20%	30%	40%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8			38%	25%	38%
Spanish	8			75%	25%	
Special Education (Adapted Curriculum)	9	11%	11%	33%	33%	11%
Special Education (General Curriculum)	18		11%	33%	39%	17%
Seeking solutions to address students' learning needs in a proactive manner						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6		17%	50%	33%	
Birth-Kindergarten	9			44%	44%	11%
Elementary (K-6)	47	2%	11%	38%	32%	17%
English (Secondary)	6	17%		50%	17%	17%
Health/PE	11		9%	64%	18%	9%
Middle Grades ELA	10			30%	30%	40%
Middle Grades Math	6			50%	17%	33%
Middle Grades Science	8			50%	25%	25%
Spanish	8			63%	38%	
Special Education (Adapted Curriculum)	9	11%	11%	33%	33%	11%
Special Education (General Curriculum)	18		6%	22%	50%	22%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2a. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 1 – Leadership (cont’d)

Taking an active role in professional learning communities						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			67%	33%	
Birth-Kindergarten	9		11%	33%	44%	11%
Elementary (K-6)	47	4%	4%	40%	32%	19%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	11		18%	55%	18%	9%
Middle Grades ELA	10		10%	40%	20%	30%
Middle Grades Math	6			33%	17%	50%
Middle Grades Science	8			50%	25%	25%
Spanish	8			50%	50%	
Special Education (Adapted Curriculum)	9		22%	33%	33%	11%
Special Education (General Curriculum)	18		11%	39%	33%	17%
Using data to guide practice						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6		17%	67%	17%	
Birth-Kindergarten	9			78%		22%
Elementary (K-6)	47	4%	9%	47%	26%	15%
English (Secondary)	6		17%	50%		33%
Health/PE	11	9%	18%	55%	9%	9%
Middle Grades ELA	10			40%	20%	40%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8			63%	25%	13%
Spanish	8			63%	25%	13%
Special Education (Adapted Curriculum)	9	11%	11%	56%	11%	11%
Special Education (General Curriculum)	18		6%	33%	44%	17%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 2 – Classroom Environment

Adapting teaching to benefit students with unique learning needs						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			50%	50%	
Birth-Kindergarten	9			33%	56%	11%
Elementary (K-6)	47		11%	43%	23%	23%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	11		9%	64%	18%	9%
Middle Grades ELA	10			30%	30%	40%
Middle Grades Math	6			50%	33%	17%
Middle Grades Science	8			38%	38%	25%
Spanish	8			63%	25%	13%
Special Education (Adapted Curriculum)	9	11%		44%	33%	11%
Special Education (General Curriculum)	18		11%	11%	44%	33%
Demonstrating skill in support of English second language learners						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			50%	50%	
Birth-Kindergarten	9		11%	78%		11%
Elementary (K-6)	47	2%	6%	64%	15%	13%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	11		9%	64%	18%	9%
Middle Grades ELA	10		10%	20%	50%	20%
Middle Grades Math	6		17%	67%		17%
Middle Grades Science	8			63%	13%	25%
Spanish	8			38%	50%	13%
Special Education (Adapted Curriculum)	9		22%	56%	22%	
Special Education (General Curriculum)	18		6%	44%	33%	17%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 2 – Classroom Environment (cont’d)

Incorporating instructional materials that reflect a diverse set of student experiences						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			33%	67%	
Birth-Kindergarten	9			44%	44%	11%
Elementary (K-6)	47		9%	45%	32%	15%
English (Secondary)	6	17%	17%	33%	33%	
Health/PE	11		18%	45%	27%	9%
Middle Grades ELA	10			30%	30%	40%
Middle Grades Math	6			50%	33%	17%
Middle Grades Science	8		13%	38%	25%	25%
Spanish	8			38%	38%	25%
Special Education (Adapted Curriculum)	9		11%	44%	33%	11%
Special Education (General Curriculum)	18		6%	33%	39%	22%
Investing families and other significant adults in students' learning						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			67%	33%	
Birth-Kindergarten	9			56%	22%	22%
Elementary (K-6)	47	2%	6%	47%	28%	17%
English (Secondary)	6		17%	50%	33%	
Health/PE	11		18%	55%	18%	9%
Middle Grades ELA	10		10%	50%	10%	30%
Middle Grades Math	6		17%	33%	17%	33%
Middle Grades Science	8			50%	13%	38%
Spanish	8			75%	25%	
Special Education (Adapted Curriculum)	9	11%		33%	44%	11%
Special Education (General Curriculum)	18			33%	44%	22%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 2 – Classroom Environment (cont’d)

Maintaining a classroom environment that enables students to learn						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6		17%	33%	50%	
Birth-Kindergarten	9			67%	22%	11%
Elementary (K-6)	47		9%	32%	30%	30%
English (Secondary)	6	17%	17%	33%		33%
Health/PE	11		9%	36%	45%	9%
Middle Grades ELA	10		10%	20%	30%	40%
Middle Grades Math	6			33%	17%	50%
Middle Grades Science	8		13%	25%	38%	25%
Spanish	8			50%	38%	13%
Special Education (Adapted Curriculum)	9	11%	11%	33%	33%	11%
Special Education (General Curriculum)	18		6%	22%	44%	28%
Making expectations about student behavior clear						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6		17%	33%	50%	
Birth-Kindergarten	9			33%	44%	22%
Elementary (K-6)	47		15%	34%	30%	21%
English (Secondary)	6	17%	17%	33%	17%	17%
Health/PE	11		18%	45%	27%	9%
Middle Grades ELA	10		10%	30%	30%	30%
Middle Grades Math	6			50%		50%
Middle Grades Science	8		13%	50%	25%	13%
Spanish	8		13%	38%	50%	
Special Education (Adapted Curriculum)	9	11%	11%	33%	22%	22%
Special Education (General Curriculum)	18		6%	28%	39%	28%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 2 – Classroom Environment (cont’d)

Managing disruptive behavior in the classroom						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6		17%	33%	50%	
Birth-Kindergarten	9			33%	33%	33%
Elementary (K-6)	47		13%	32%	36%	19%
English (Secondary)	6	17%	17%	33%	33%	
Health/PE	11		18%	36%	36%	9%
Middle Grades ELA	10		10%	30%	30%	30%
Middle Grades Math	6			50%		50%
Middle Grades Science	8		13%	50%	25%	13%
Spanish	8		25%	38%	38%	
Special Education (Adapted Curriculum)	9	11%	11%	33%	22%	22%
Special Education (General Curriculum)	18		11%	22%	33%	33%
Respecting diversity and multiple perspectives of students						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			50%	50%	
Birth-Kindergarten	9			56%	22%	22%
Elementary (K-6)	47		6%	43%	30%	21%
English (Secondary)	6		17%	67%		17%
Health/PE	11		9%	45%	36%	9%
Middle Grades ELA	10			30%	50%	20%
Middle Grades Math	6			33%	50%	17%
Middle Grades Science	8			25%	38%	38%
Spanish	8			25%	50%	25%
Special Education (Adapted Curriculum)	9		11%	44%	33%	11%
Special Education (General Curriculum)	18			28%	44%	28%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2b. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 2 – Classroom Environment (cont’d)

Serving students from diverse economic backgrounds						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			17%	33%	50%
Birth-Kindergarten	9			38%	50%	13%
Elementary (K-6)	47		7%	43%	16%	34%
English (Secondary)	6	17%		33%	17%	33%
Health/PE	11		10%	20%	50%	20%
Middle Grades ELA	10			44%		56%
Middle Grades Math	6				80%	20%
Middle Grades Science	8			25%	50%	25%
Spanish	8			38%	63%	
Special Education (Adapted Curriculum)	9			33%	22%	44%
Special Education (General Curriculum)	18			24%	35%	41%
Teaching in a multicultural or multilingual setting						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6		20%	20%	20%	40%
Birth-Kindergarten	9			50%	50%	
Elementary (K-6)	47		10%	53%	13%	25%
English (Secondary)	6	17%		33%	17%	33%
Health/PE	11		20%	20%	30%	30%
Middle Grades ELA	10			50%		50%
Middle Grades Math	6					
Middle Grades Science	8			29%	43%	29%
Spanish	8			25%	50%	25%
Special Education (Adapted Curriculum)	9		13%	38%	13%	38%
Special Education (General Curriculum)	18			50%	14%	36%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2c. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 3 – Content Knowledge

Aligning instruction with the North Carolina Standard Course of Study						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			33%	67%	
Birth-Kindergarten	9			67%	22%	11%
Elementary (K-6)	47		2%	55%	21%	21%
English (Secondary)	6			67%		33%
Health/PE	11		9%	64%	18%	9%
Middle Grades ELA	10			30%	30%	40%
Middle Grades Math	6			33%		67%
Middle Grades Science	8			38%	50%	13%
Spanish	8			63%	25%	13%
Special Education (Adapted Curriculum)	9	11%		56%	33%	
Special Education (General Curriculum)	18		6%	39%	39%	17%
Demonstrating pedagogical competency						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			33%	67%	
Birth-Kindergarten	9			56%	22%	22%
Elementary (K-6)	47	2%	11%	49%	21%	17%
English (Secondary)	6		17%	50%		33%
Health/PE	11		9%	64%	18%	9%
Middle Grades ELA	10			40%	30%	30%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8			25%	63%	13%
Spanish	8			50%	38%	13%
Special Education (Adapted Curriculum)	9	11%	11%	44%	22%	11%
Special Education (General Curriculum)	18		6%	33%	44%	17%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2c. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 3 – Content Knowledge (cont’d)

Exhibiting a strong foundation of knowledge in his/her content area(s)						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			33%	67%	
Birth-Kindergarten	9			56%	22%	22%
Elementary (K-6)	47		11%	40%	28%	21%
English (Secondary)	6			67%		33%
Health/PE	11		9%	45%	36%	9%
Middle Grades ELA	10			30%	40%	30%
Middle Grades Math	6			33%	17%	50%
Middle Grades Science	8			38%	38%	25%
Spanish	8			50%	38%	13%
Special Education (Adapted Curriculum)	9	11%	11%	44%	22%	11%
Special Education (General Curriculum)	18		6%	39%	39%	17%
Making instruction relevant to 21st century students						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			33%	67%	
Birth-Kindergarten	9			56%	33%	11%
Elementary (K-6)	47		6%	53%	23%	17%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	11		9%	73%	9%	9%
Middle Grades ELA	10			30%	30%	40%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8			25%	63%	13%
Spanish	8			50%	50%	
Special Education (Adapted Curriculum)	9	11%		44%	44%	
Special Education (General Curriculum)	18		6%	39%	39%	17%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 4 – Facilitating Student Learning

Communicating in ways that are clearly understood by students						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			50%	50%	
Birth-Kindergarten	9			44%	44%	11%
Elementary (K-6)	47		9%	45%	30%	17%
English (Secondary)	6		17%	50%	33%	
Health/PE	11		9%	45%	36%	9%
Middle Grades ELA	10			40%	30%	30%
Middle Grades Math	6			33%	17%	50%
Middle Grades Science	8			50%	38%	13%
Spanish	8			63%	25%	13%
Special Education (Adapted Curriculum)	9		11%	56%	22%	11%
Special Education (General Curriculum)	18		6%	28%	44%	22%
Facilitating learning through student collaboration in small groups and teams						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			50%	50%	
Birth-Kindergarten	9			67%	22%	11%
Elementary (K-6)	47		19%	38%	23%	19%
English (Secondary)	6		33%	33%	17%	17%
Health/PE	11		9%	55%	27%	9%
Middle Grades ELA	10			30%	40%	30%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8			75%	13%	13%
Spanish	8		13%	38%	50%	
Special Education (Adapted Curriculum)	9	11%		56%	33%	
Special Education (General Curriculum)	18		6%	28%	50%	17%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 4 – Facilitating Student Learning (cont’d)

Helping students believe they can do well in school						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			33%	67%	
Birth-Kindergarten	9			56%	33%	11%
Elementary (K-6)	47		9%	43%	30%	19%
English (Secondary)	6	17%		50%	17%	17%
Health/PE	11		9%	36%	45%	9%
Middle Grades ELA	10			40%	30%	30%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8		13%	25%	50%	13%
Spanish	8			38%	50%	13%
Special Education (Adapted Curriculum)	9		11%	33%	33%	22%
Special Education (General Curriculum)	18		6%	28%	44%	22%
Helping students value learning						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			33%	67%	
Birth-Kindergarten	9			44%	44%	11%
Elementary (K-6)	47		9%	45%	28%	19%
English (Secondary)	6	17%		50%	17%	17%
Health/PE	11		9%	55%	27%	9%
Middle Grades ELA	10			30%	40%	30%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8		13%	13%	63%	13%
Spanish	8			38%	63%	
Special Education (Adapted Curriculum)	9		11%	44%	33%	11%
Special Education (General Curriculum)	18		6%	33%	39%	22%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 4 – Facilitating Student Learning (cont’d)

Integrating technology into instruction to enhance learning						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			33%	67%	
Birth-Kindergarten	9			67%	22%	11%
Elementary (K-6)	47		6%	55%	21%	17%
English (Secondary)	6			50%	33%	17%
Health/PE	11		27%	55%	9%	9%
Middle Grades ELA	10			30%	40%	30%
Middle Grades Math	6			33%	50%	17%
Middle Grades Science	8			63%	25%	13%
Spanish	8			50%	50%	
Special Education (Adapted Curriculum)	9		11%	44%	33%	11%
Special Education (General Curriculum)	18		6%	39%	39%	17%
Leveraging a variety of formal and informal assessments to drive student learning						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			67%	33%	
Birth-Kindergarten	9			78%		22%
Elementary (K-6)	47		15%	43%	26%	17%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	11		9%	64%	18%	9%
Middle Grades ELA	10		10%	20%	30%	40%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8			75%	13%	13%
Spanish	8			63%	38%	
Special Education (Adapted Curriculum)	9		22%	33%	44%	
Special Education (General Curriculum)	18		6%	39%	39%	17%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 4 – Facilitating Student Learning (cont’d)

Promoting critical thinking in students						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			67%	33%	
Birth-Kindergarten	9			78%	11%	11%
Elementary (K-6)	47		13%	49%	21%	17%
English (Secondary)	6		17%	50%		33%
Health/PE	11		18%	64%	9%	9%
Middle Grades ELA	10			30%	30%	40%
Middle Grades Math	6			33%	50%	17%
Middle Grades Science	8		13%	50%	25%	13%
Spanish	8			75%	25%	
Special Education (Adapted Curriculum)	9	11%	11%	33%	33%	11%
Special Education (General Curriculum)	18		6%	39%	39%	17%
Using state and/or district mandated assessments to inform instruction						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			67%	33%	
Birth-Kindergarten	9			56%	33%	11%
Elementary (K-6)	47		9%	51%	19%	21%
English (Secondary)	6		17%	50%		33%
Health/PE	11		18%	64%	9%	9%
Middle Grades ELA	10		10%	30%	20%	40%
Middle Grades Math	6			33%		67%
Middle Grades Science	8			75%	13%	13%
Spanish	8			75%	25%	
Special Education (Adapted Curriculum)	9	11%		56%	33%	
Special Education (General Curriculum)	18		6%	39%	39%	17%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2d. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 4 – Facilitating Student Learning (cont’d)

Utilizing a variety of appropriate instructional materials						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			50%	50%	
Birth-Kindergarten	9			44%	44%	11%
Elementary (K-6)	47		11%	43%	28%	19%
English (Secondary)	6		17%	50%	17%	17%
Health/PE	11		18%	45%	27%	9%
Middle Grades ELA	10			40%	20%	40%
Middle Grades Math	6			50%	17%	33%
Middle Grades Science	8			50%	25%	25%
Spanish	8			63%	13%	25%
Special Education (Adapted Curriculum)	9	11%		33%	44%	11%
Special Education (General Curriculum)	18		6%	28%	50%	17%

Measure 2a. Satisfaction of Employers and Stakeholder Involvement

Table 2e. 2024-2025 East Carolina University Employer Satisfaction Survey Results for Alternative Candidates – NCEES Standard 5 – Reflecting on Practice

Engaging in professional development to address identified improvement needs						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			67%	33%	
Birth-Kindergarten	9			67%	22%	11%
Elementary (K-6)	47	4%	11%	49%	17%	19%
English (Secondary)	6	17%	17%	33%	17%	17%
Health/PE	11		9%	73%	9%	9%
Middle Grades ELA	10		10%	30%	30%	30%
Middle Grades Math	6			33%	17%	50%
Middle Grades Science	8			50%	25%	25%
Spanish	8			63%	38%	
Special Education (Adapted Curriculum)	9		22%	33%	44%	
Special Education (General Curriculum)	18		11%	17%	56%	17%
Reflecting on practice and identifying areas for improvement						
Licensure Area	N	% Much Less	% Less	% Comparable	% More	% Much More
Art	6			50%	50%	
Birth-Kindergarten	9			78%	11%	11%
Elementary (K-6)	47	4%	9%	51%	17%	19%
English (Secondary)	6	17%		50%	17%	17%
Health/PE	11		9%	64%	18%	9%
Middle Grades ELA	10			40%	30%	30%
Middle Grades Math	6			33%	33%	33%
Middle Grades Science	8			50%	25%	25%
Spanish	8			75%	25%	
Special Education (Adapted Curriculum)	9		11%	56%	33%	
Special Education (General Curriculum)	18		6%	28%	50%	17%

Appendix A: NCEES, NCPTS, and INTASC Alignment

NCEES, NCPTS, and INTASC Standard Alignment		
NCEES Standard	NCPTS Standard	INTASC Standard
Std I: Leadership	<p>Std I: Teachers Demonstrate Leadership</p> <ul style="list-style-type: none"> a. Teachers lead in their classrooms. b. Teachers demonstrate leadership in the school. c. Teachers lead the profession d. Teachers demonstrate high ethical standards 	<p>Std 1 Learner Development</p> <p>Std 2 Learning Differences</p> <p>Std 3 Learning Environment</p> <p>Std 6 Assessment</p> <p>Std 7 Planning for Instruction</p> <p>Std 8 Instructional Strategies</p> <p>Std 9 Professional Learning & Ethical Practice</p> <p>Std 10 Leadership & Collaboration</p>
Std II: Classroom Environment	<p>Std II: Teachers Establish a Respectful Environment for a Diverse Population of Students</p> <ul style="list-style-type: none"> a. Teachers provide an environment in which each child has a positive, nurturing relationship with caring adults. b. Teachers embrace diversity in the school community and the world. c. Teachers treat students as individuals d. Teachers adapt their teaching for the benefit of students with special needs. e. Teachers work collaboratively with the families and significant adults in the lives of their students. 	<p>Std 1 Learner Development</p> <p>Std 2 Learning Differences</p> <p>Std 3 Learning Environment</p> <p>Std 9 Professional Learning & Ethical Practice</p> <p>Std 10 Leadership & Collaboration</p>
Std III: Content Knowledge	<p>Std III: Teachers Know the Content They Teach</p> <ul style="list-style-type: none"> a. Teachers align their instruction with the North Carolina Standard Course of Study. b. Teachers know the content appropriate to their teaching specialty. c. Teachers recognize the interconnectedness of content areas/disciplines. d. Teachers make instruction relevant to students. 	<p>Std 4: Content Knowledge</p> <p>Std 5: Application of Content Knowledge</p>
Std IV: Facilitating Student Learning	<p>Std IV: Teachers Facilitate Learning for Their Students</p> <ul style="list-style-type: none"> a. Teachers know the way in which learning takes place, and they know the appropriate levels of intellectual, physical, social, and emotional development of their students. b. Teachers plan instruction appropriate for their students. c. Teachers use a variety of instructional methods. d. Teachers integrate and use technology in their instruction. e. Teachers help students develop critical thinking and problem-solving skills. f. Teachers help students work in teams and develop leadership qualities. g. Teachers communicate effectively. h. Teachers use a variety of methods to assess what each student has learned. 	<p>Std 1 Learner Development</p> <p>Std 2 Learning Differences</p> <p>Std 3 Learning Environment</p> <p>Std 6 Assessment</p> <p>Std 7 Planning for Instruction</p> <p>Std 8 Instructional Strategies</p>
Std V: Reflecting on Practice	<p>Std V: Teachers Reflect on Their Practice</p> <ul style="list-style-type: none"> a. Teachers analyze student learning. b. Teachers link professional growth to their professional goals. c. Teachers function effectively in a complex, dynamic environment. 	<p>Std 6 Assessment</p> <p>Std 7 Planning for Instruction</p> <p>Std 8 Instructional Strategies</p> <p>Std 9 Professional Learning & Ethical Practice</p> <p>Std 10 Leadership & Collaboration</p>