2024–2025 First Year Teacher Mentor Survey

Office of Educator Quality and Accreditation (OEQA)

Average mentor ratings (scale 1–4 unless noted)

Domain / Category	Component	Avg Rating
Domain 1: Planning & Preparation (Rating 1–4)		
Content & Pedagogy	Demonstrate knowledge of content and pedagogy	3.67
Knowledge of Students	Demonstrate knowledge of students	3.33
Instructional Outcomes	Set instructional outcomes	3.33
Knowledge of Resources	Demonstrate knowledge of resources	3.33
Coherent Instruction	Design coherent instruction	3.33
Student Assessments	Design student assessments	3.33
Domain 2: Classroom Environment (Rating 1–4)		
Respect & Rapport	Create an environment of respect and rapport	3.33
Culture for Learning	Establish a culture for learning	3.67
Classroom Procedures	Manage classroom procedures	3.67
Student Behavior	Manage student behavior	3.67
Physical Space	Organize physical space	3.67
Domain 3: Instruction (Rating 1–4)		
Communication	Communicate with students	3.67
Questioning & Discussion	Use questioning and discussion techniques	3.33
Student Engagement	Engage students in learning	3.33
Assessment in Instruction	Use assessment in instruction	3.67
Flexibility & Responsiveness	Demonstrate flexibility and responsiveness	3.67
Domain 4: Professional Responsibilities (Rating 1–4)		
Reflection	Reflect on teaching	3.33
Accurate Records	Maintain accurate records	3.67

Domain / Category	Component	Avg Rating
Family Communication	Communicate with families	3.67
Professional Community	Participate in professional community	4.00
Professional Growth	Grow professionally	3.67
Professionalism	Show professionalism	3.67

Science of Reading (Rating 1–4)		
Oral Language	Oral language development	3.50
Concepts of Print	Concepts of print	3.50
Phonemic Awareness	Phonemic awareness	3.50
Phonics	Phonics	3.00
Systematic Literacy	Explicit, systematic literacy instruction	3.00
Vocabulary & Comprehension	Vocabulary acquisition and text comprehension	3.00
Writing	Writing instruction	3.00
Diagnostic Assessments	Administer and interpret diagnostic reading assessments (phonemic awareness, phonics, oral reading fluency)	3.50
Diverse Learners	Support diverse learners (neurodiversity, linguistically diverse, gifted & talented) with reading instruction and interventions	3.00

Overall Summary		
Overall Preparation	Certification route effectively prepared teacher to have a positive impact on P-12 student learning and development (Rating 1–4)	3.67
Confidence in Hire	Confidence in whether the teacher was a good hire for your school (Rating 1–5)	4.00

Rating Scale Legend

1 = Unsatisfactory | 2 = Basic | 3 = Proficient | 4 = Distinguished

Score colors: **3.50–4.00 = Strong** | **3.00–3.49 = Proficient**