

Novice Teacher Survey Report – 2023 to 2025

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10/2025



DIVISION OF ELEMENTARY
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UNIVERSITY OF
ARKANSAS

College of Education
& Health Professions
Education Reform



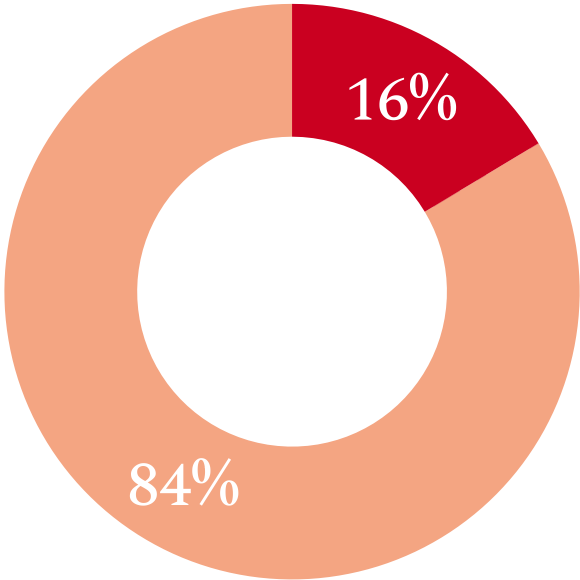
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Novice Teacher Survey Response Rate and Respondent Makeup

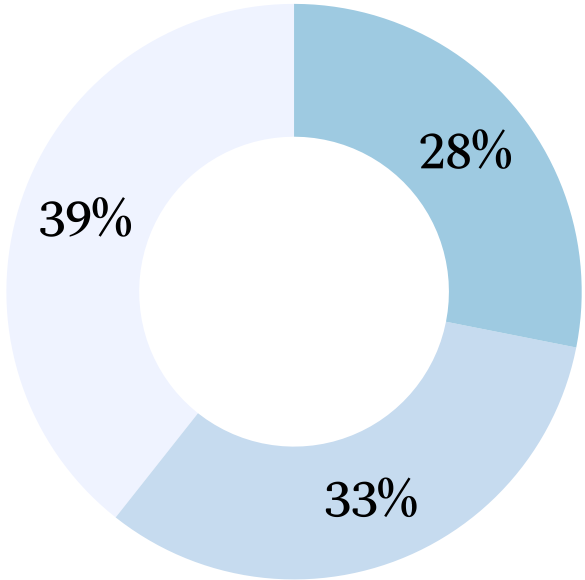
The surveys summarized in this report were administered to teachers in their first, second, or third year of teaching in the spring of 2023, 2024 and 2025.

Novice Teachers = 19,810; Survey Respondents = 13,280; Response Rate = 67%



- Recent EPP Completer
- Not Recent EPP Completer

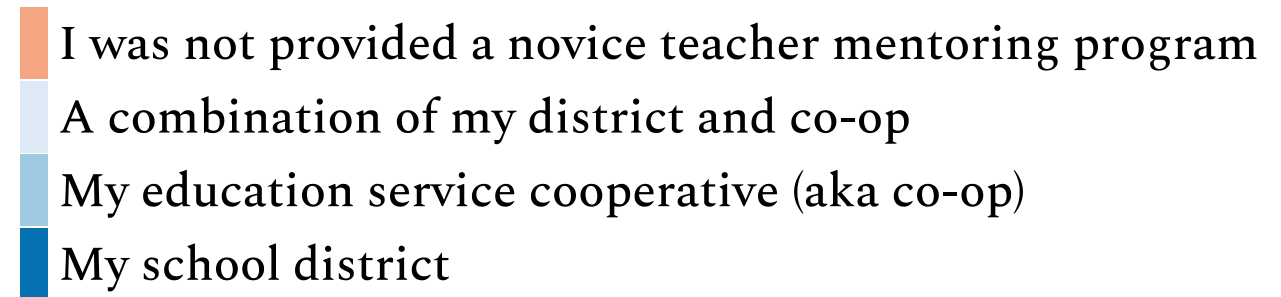
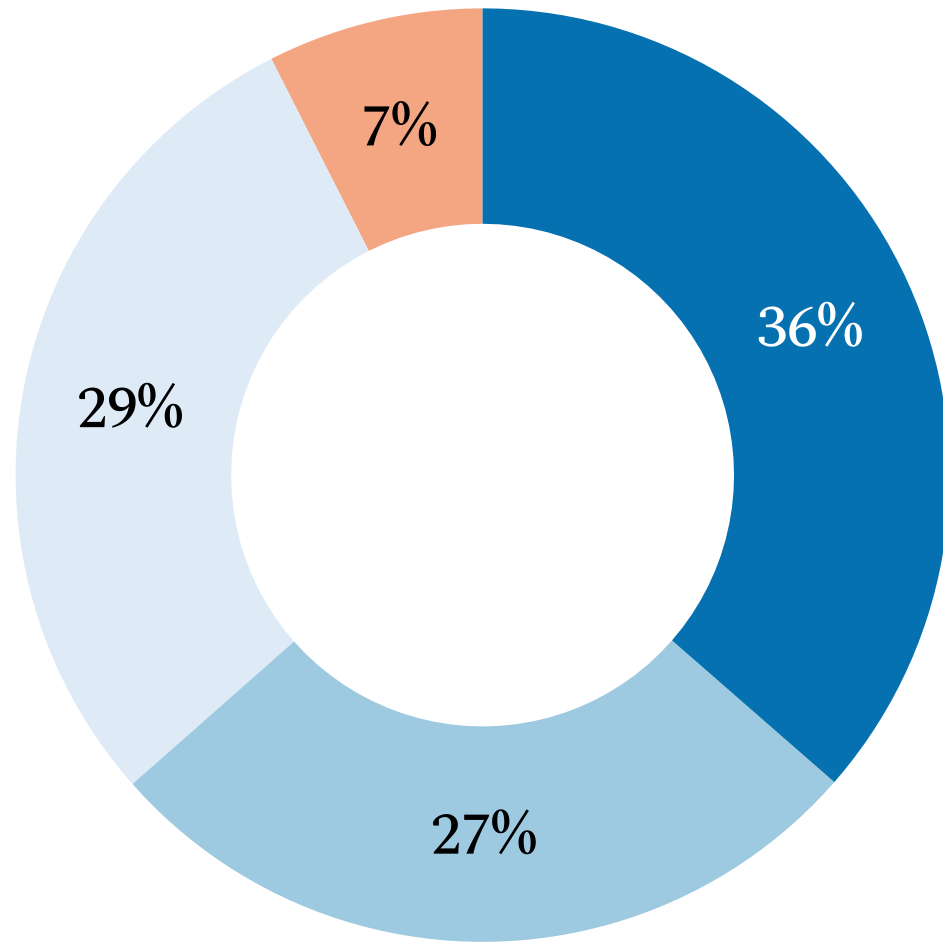
Note: Recent completer means someone who completed an Arkansas EPP in the past year.



- Zero Years of Experience
- One Year of Experience
- Two Years of Experience

Who Provided Novice Teacher Mentoring Programing

Which entity provided your novice teacher mentoring program?

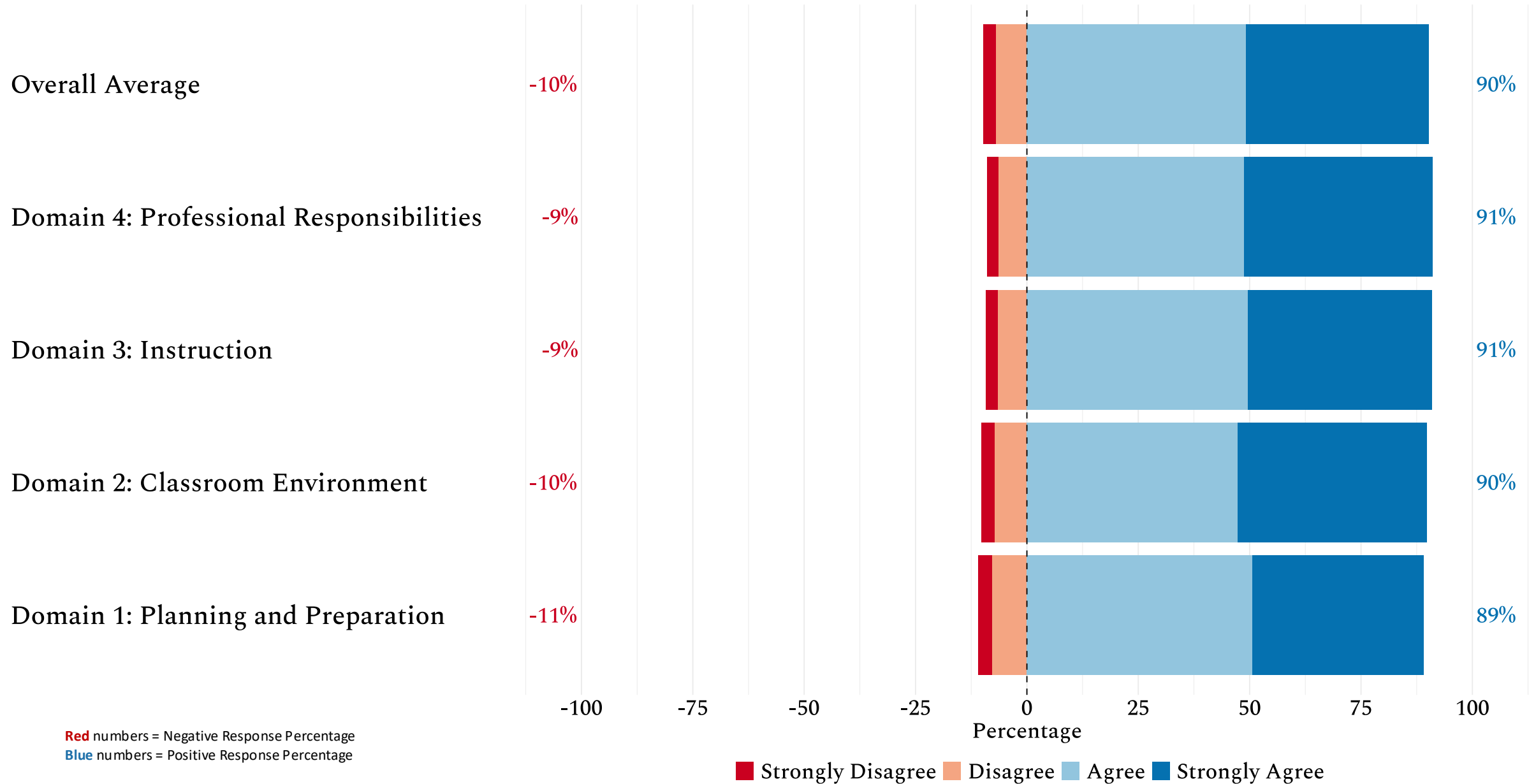


Teacher Excellence and Support System (TESS)

- We asked novice teachers how well their mentoring program prepared them for each component of [TESS](#).
- TESS Domains:
 1. Planning and Preparation
 2. The Classroom Environment
 3. Instruction
 4. Professional Responsibilities

TESS Domains 1-4: Overall Averages

TESS Domains 1-4 – Overall Averages



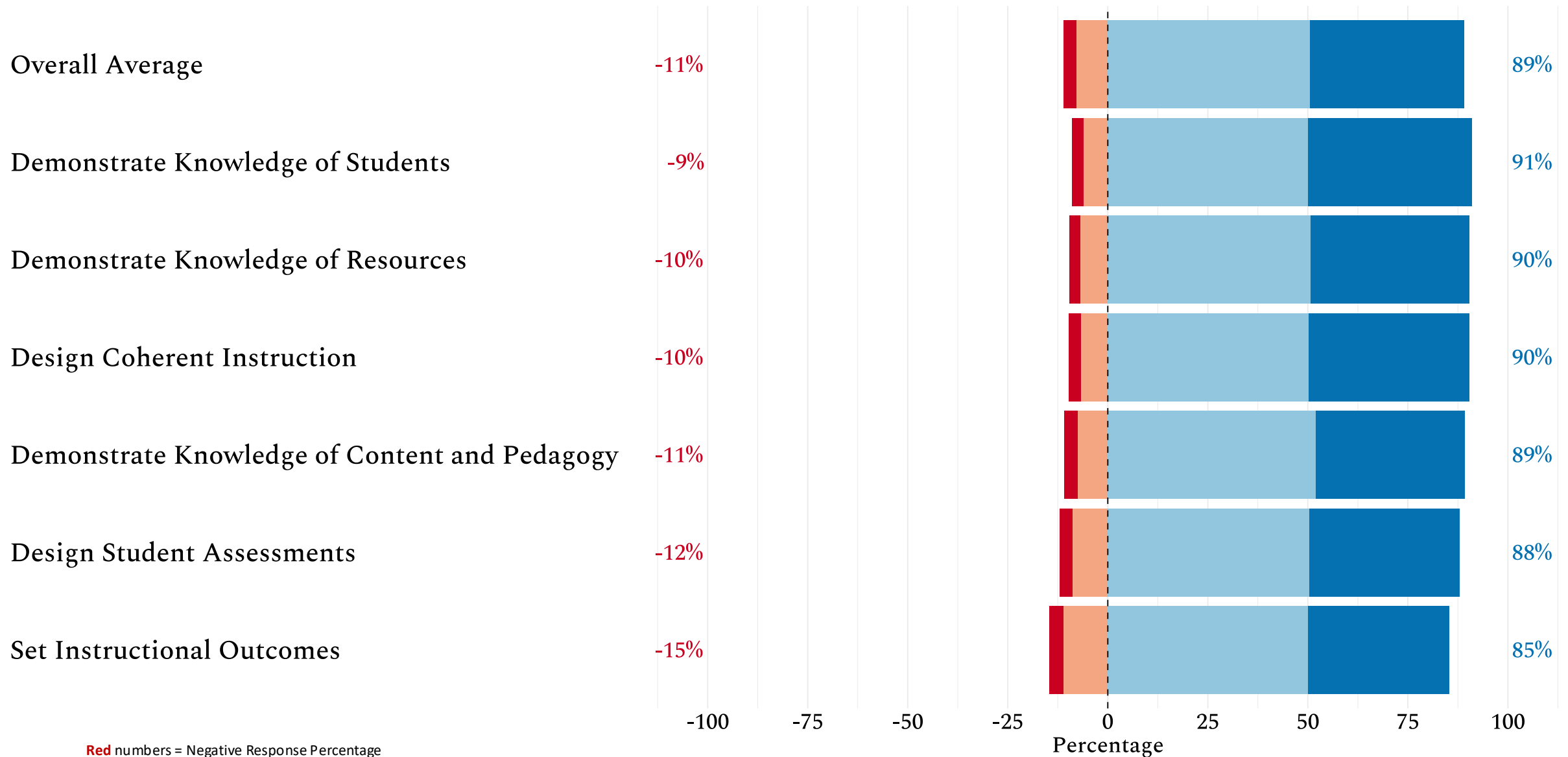
TESS Domain 1: Planning and Preparation

For TESS Domain 1, we asked novice teachers how well their mentoring program 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

TESS Domain 1 – Statement Averages

My novice teacher mentoring program prepared me to:



Red numbers = Negative Response Percentage
Blue numbers = Positive Response Percentage

Strongly Disagree Disagree Agree Strongly Agree

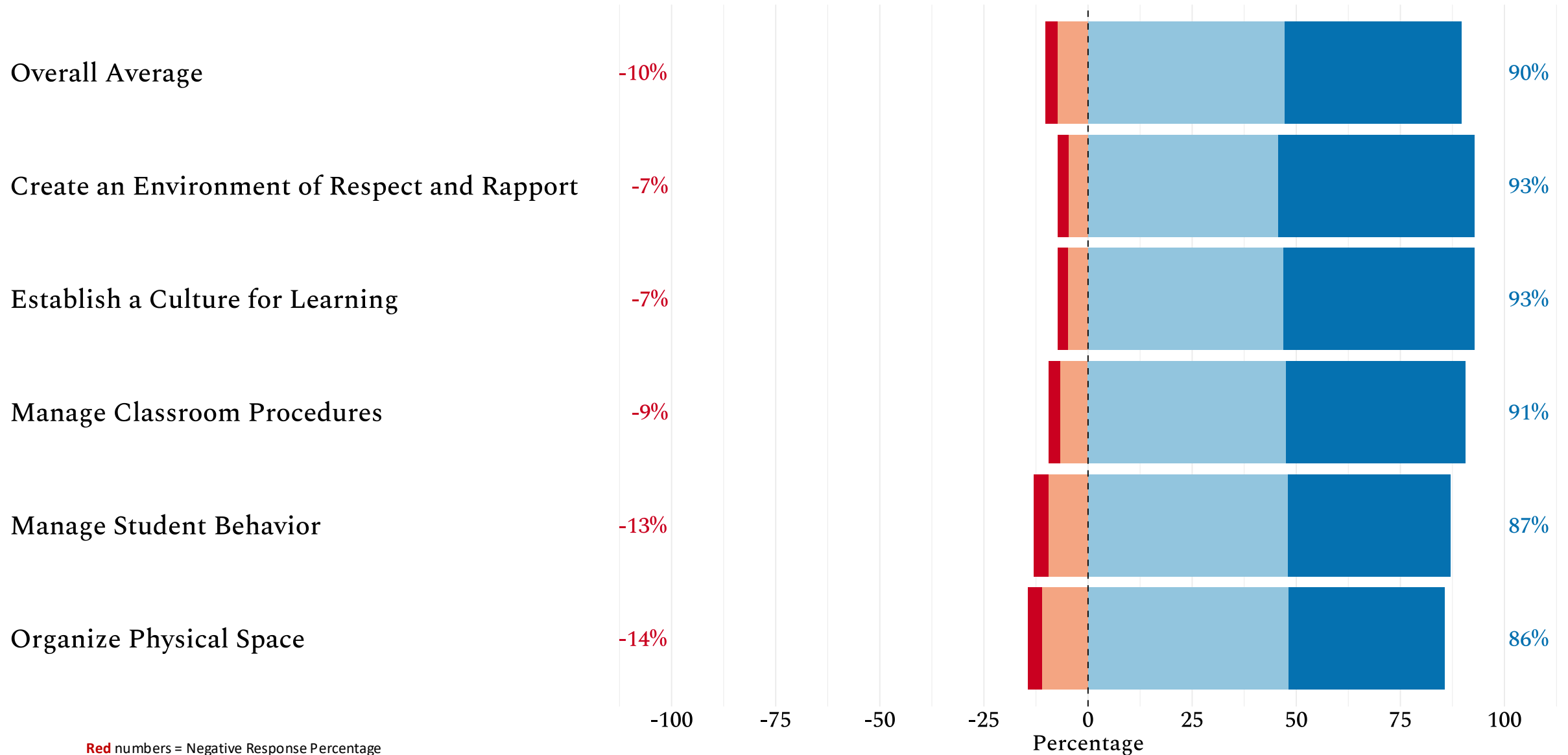
TESS Domain 2: Classroom Environment

For TESS Domain 2, we asked novice teachers how well their mentoring program 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

TESS Domain 2 – Statement Averages

My novice teacher mentoring program prepared me to:



Red numbers = Negative Response Percentage

Blue numbers = Positive Response Percentage

Strongly Disagree Disagree Agree Strongly Agree

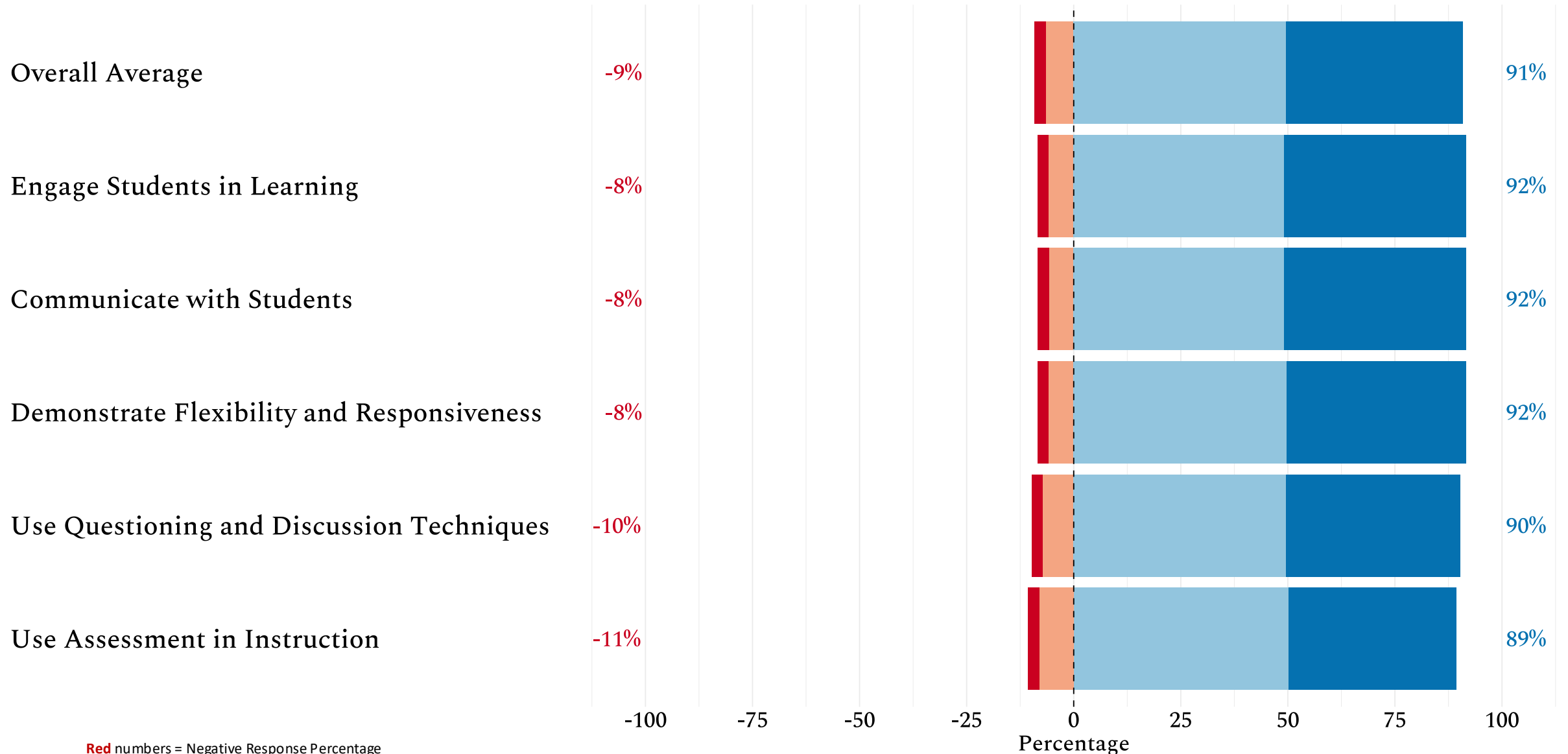
TESS Domain 3: Instruction

For TESS Domain 3, we asked novice teachers how well their mentoring program 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

TESS Domain 3 – Statement Averages

My novice teacher mentoring program prepared me to:



Red numbers = Negative Response Percentage
Blue numbers = Positive Response Percentage

Strongly Disagree Disagree Agree Strongly Agree

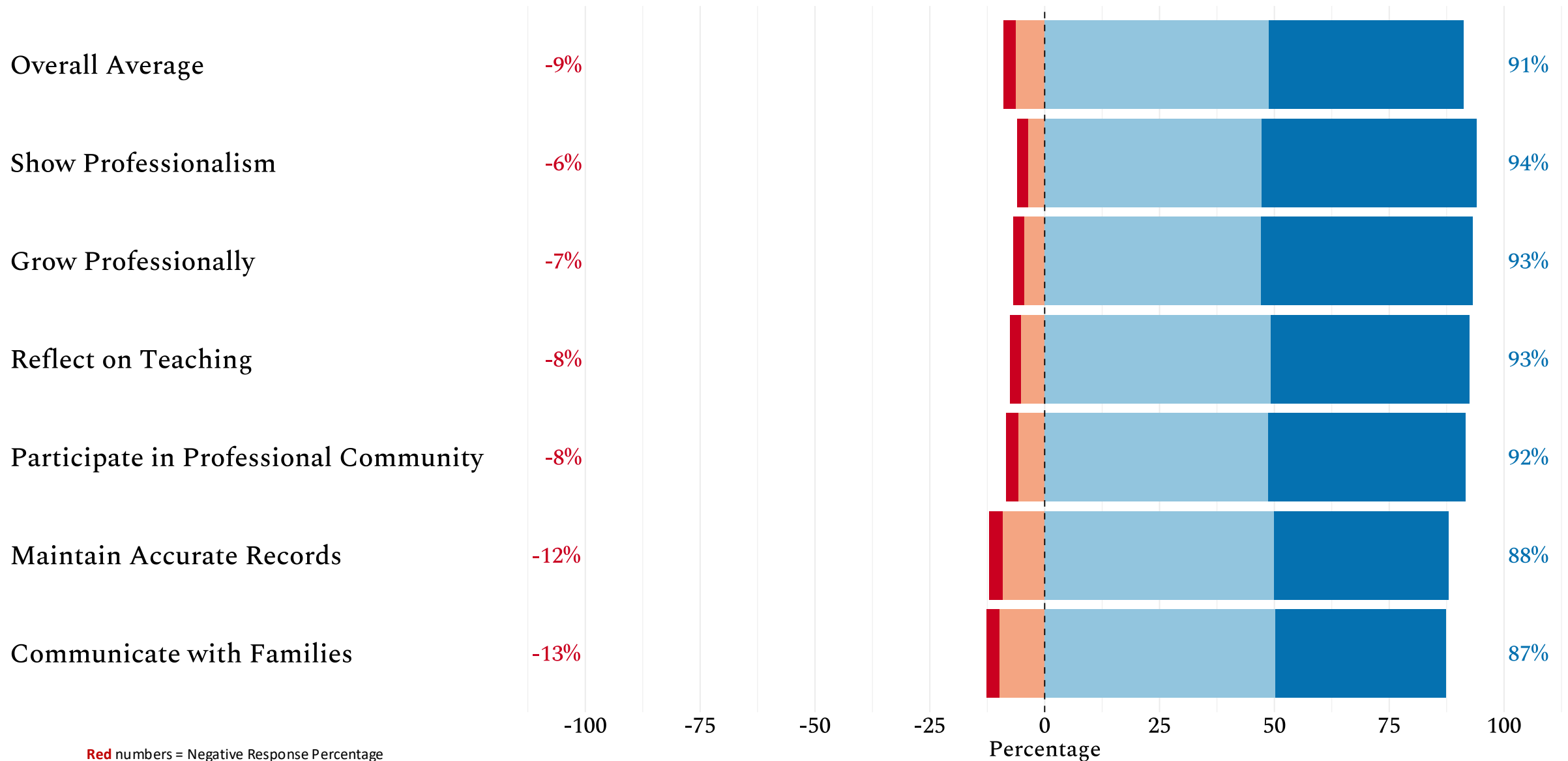
TESS Domain 4: Professional Responsibilities

For TESS Domain 4, we asked novice teachers how well their mentoring program 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

TESS Domain 4 – Statement Averages

My novice teacher mentoring program prepared me to:

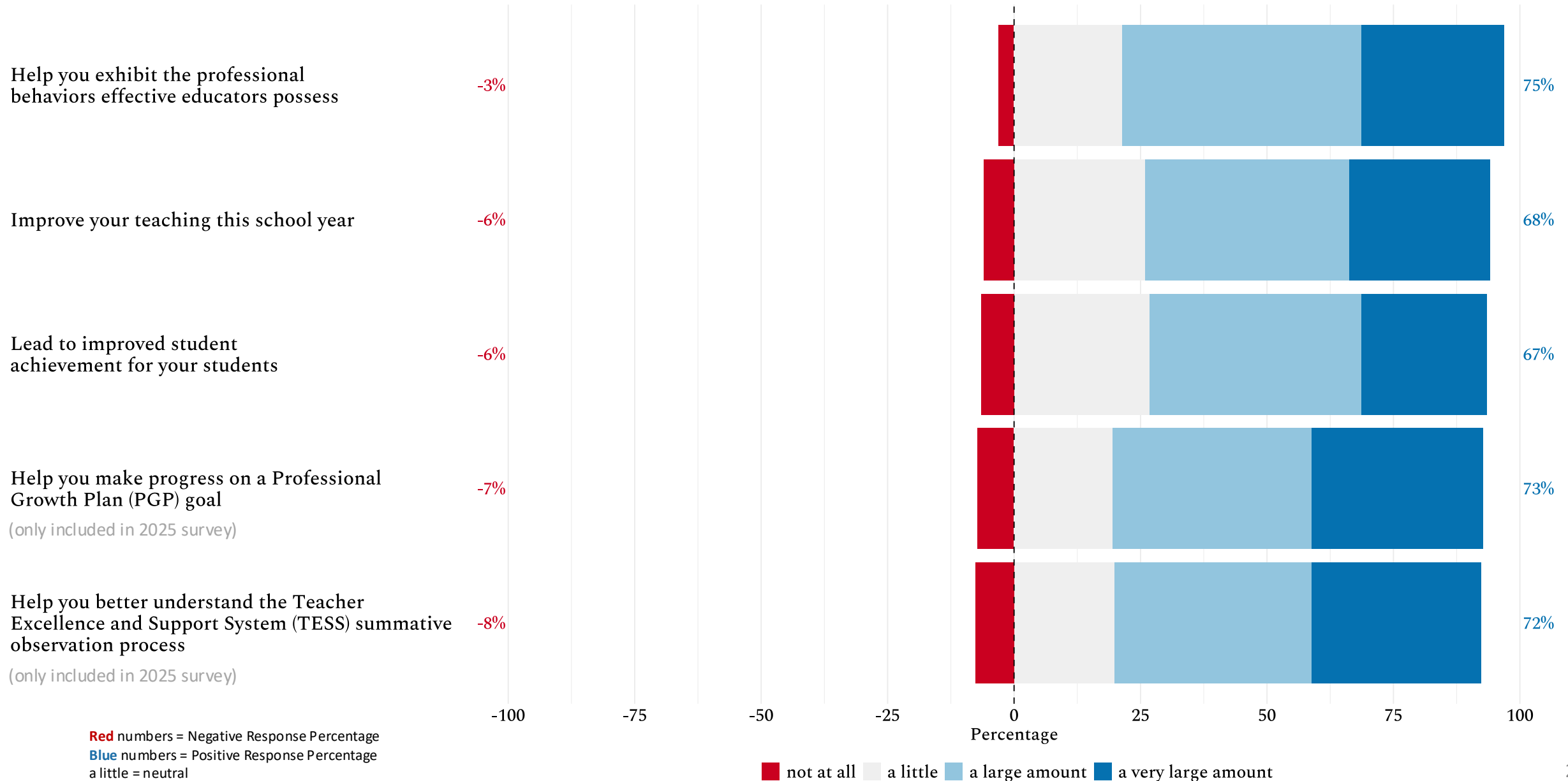


Red numbers = Negative Response Percentage
Blue numbers = Positive Response Percentage

Strongly Disagree Disagree Agree Strongly Agree

Professional Behaviors, Teaching, and Student Achievement

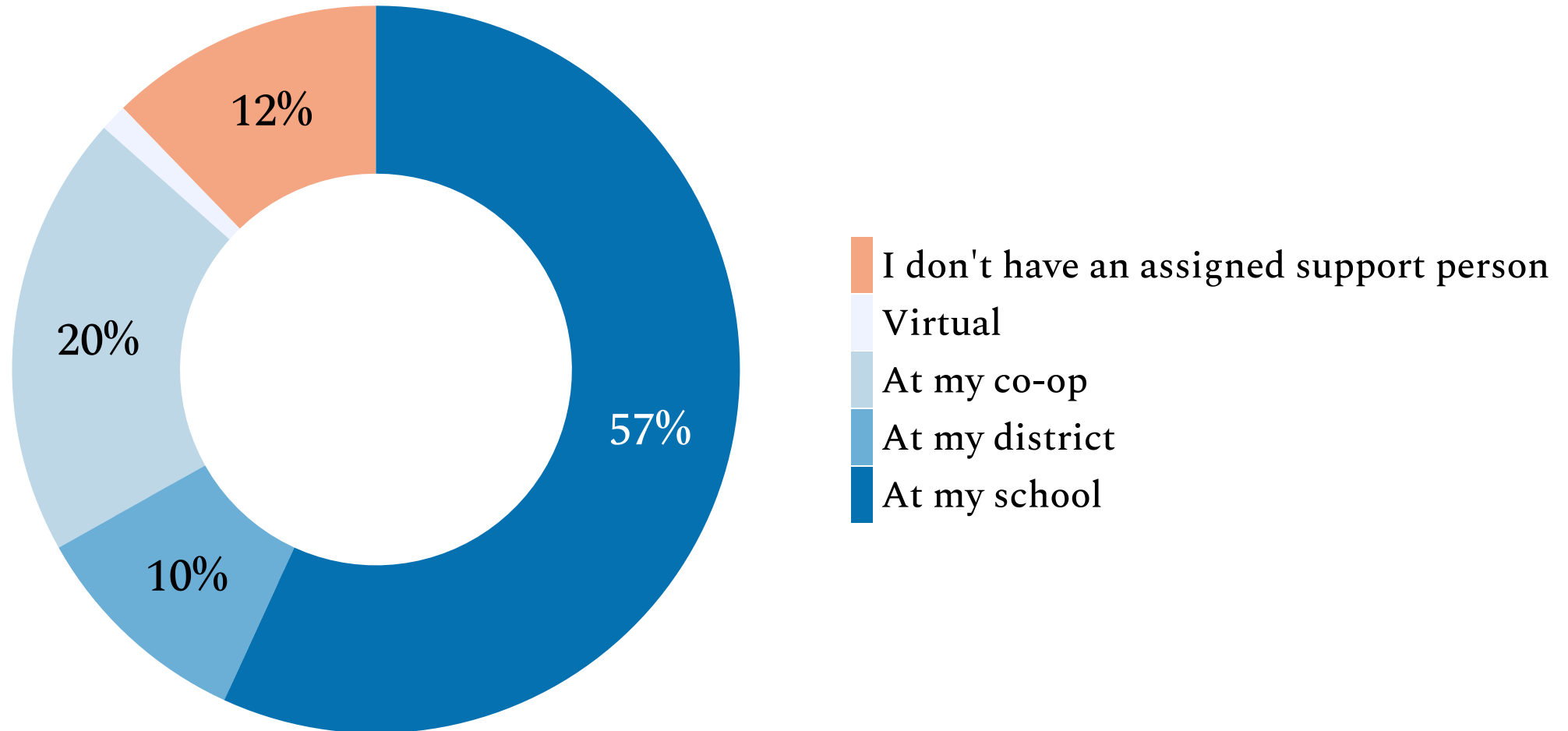
To what extent did your novice teacher mentoring program:



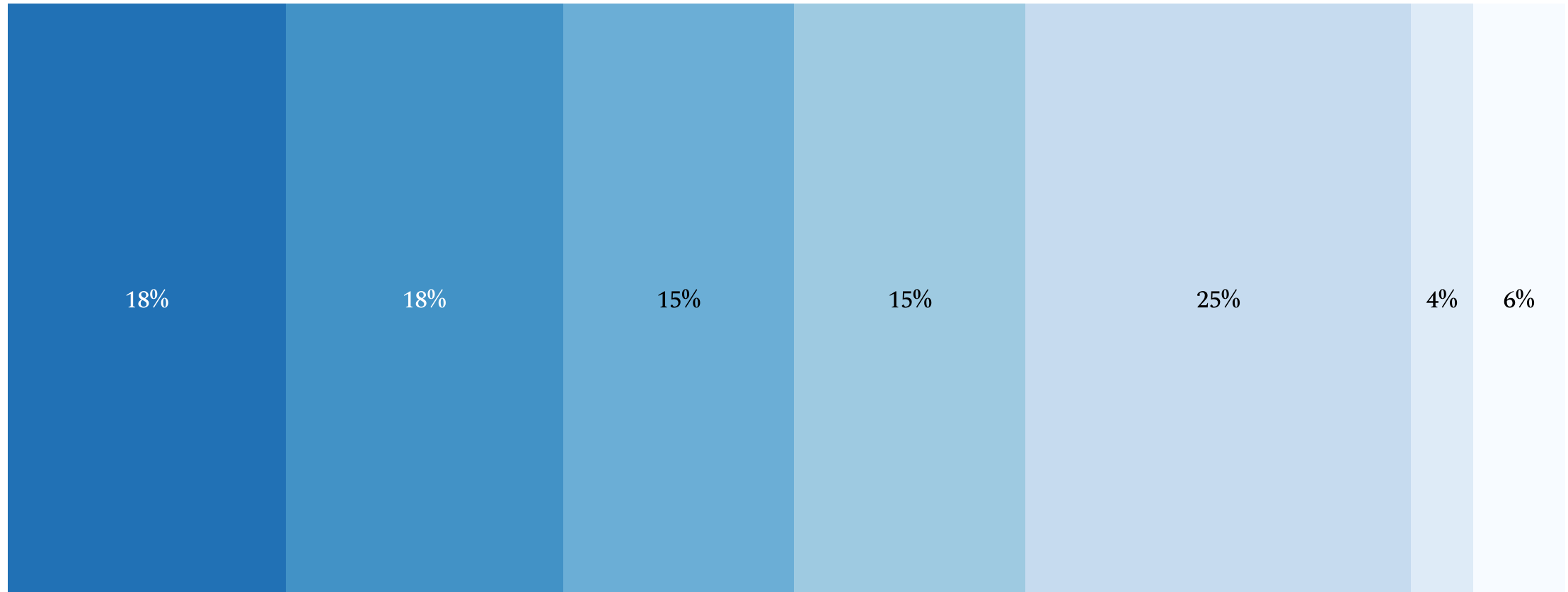
Support Person

A support person is responsible for providing onboarding and continual support that would be helpful for any new building employee, specifically one instructing students.

Which location best describes where your assigned support person is stationed.

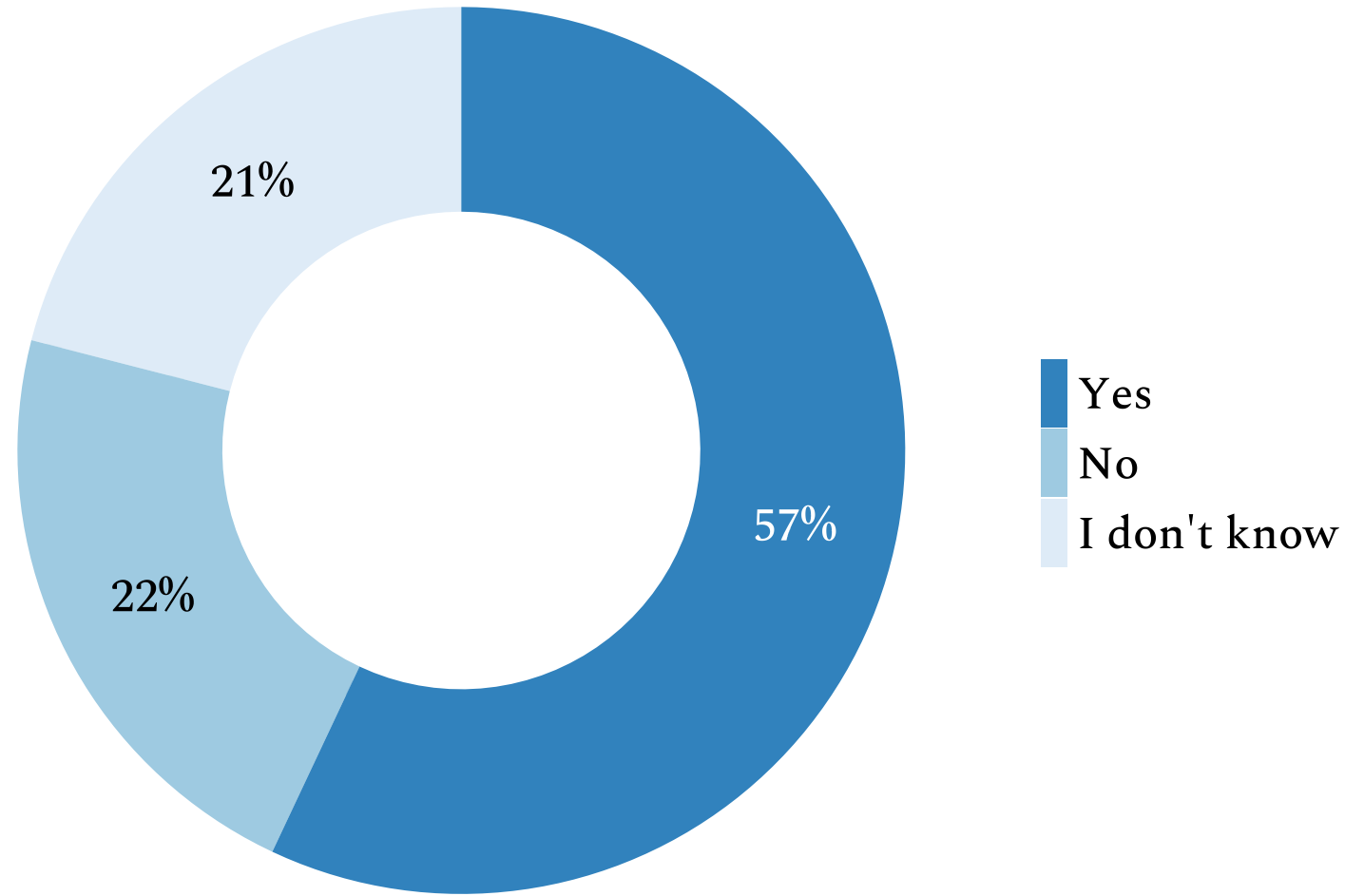


How frequently did you work with your assigned support person this school year?

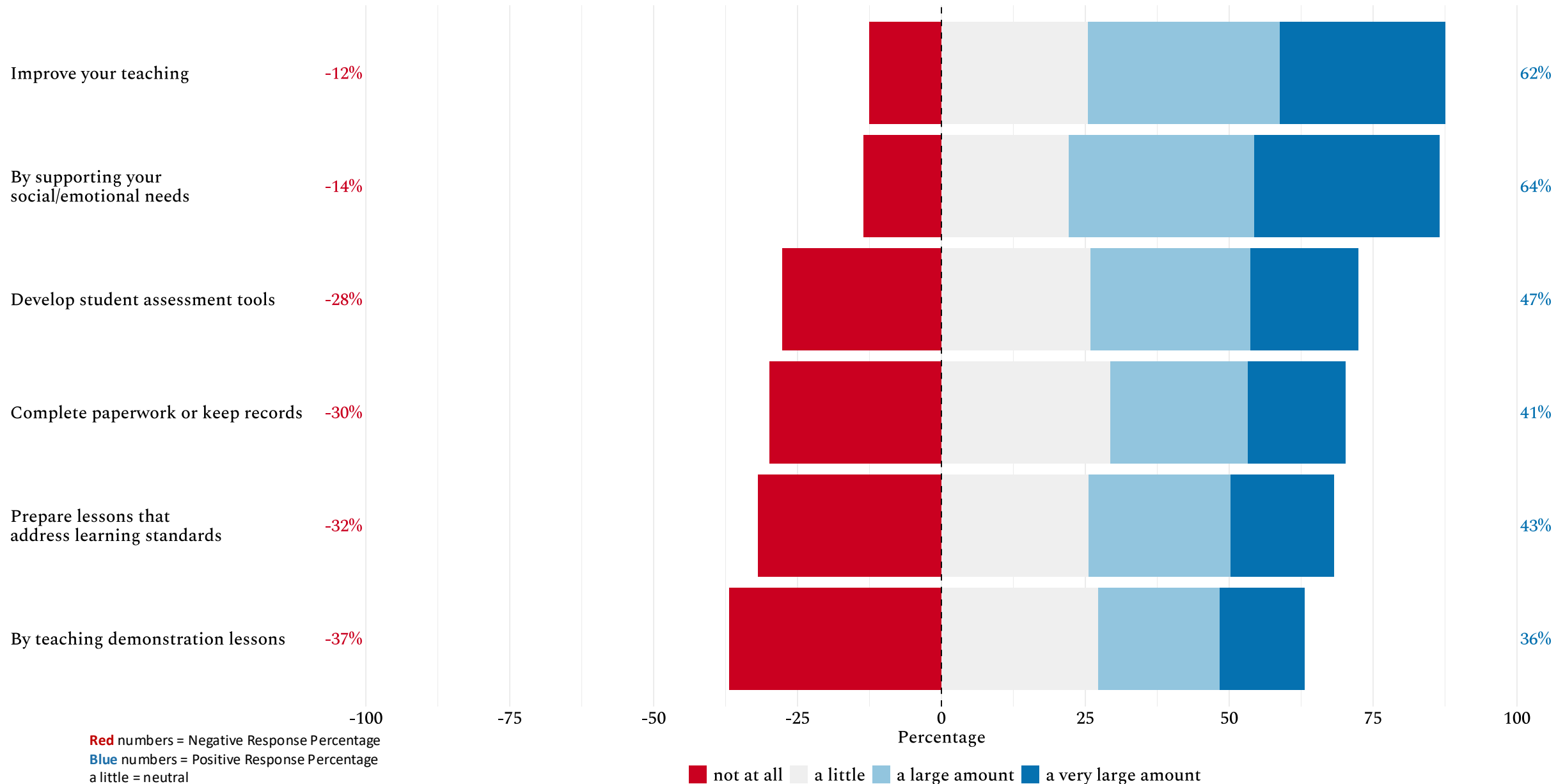


■ A few times a week ■ A few times a month ■ A few times a year ■ Never
■ Once a week ■ Once a month ■ Once a year

Has your assigned support person ever instructed students in the same subject area as you are teaching?

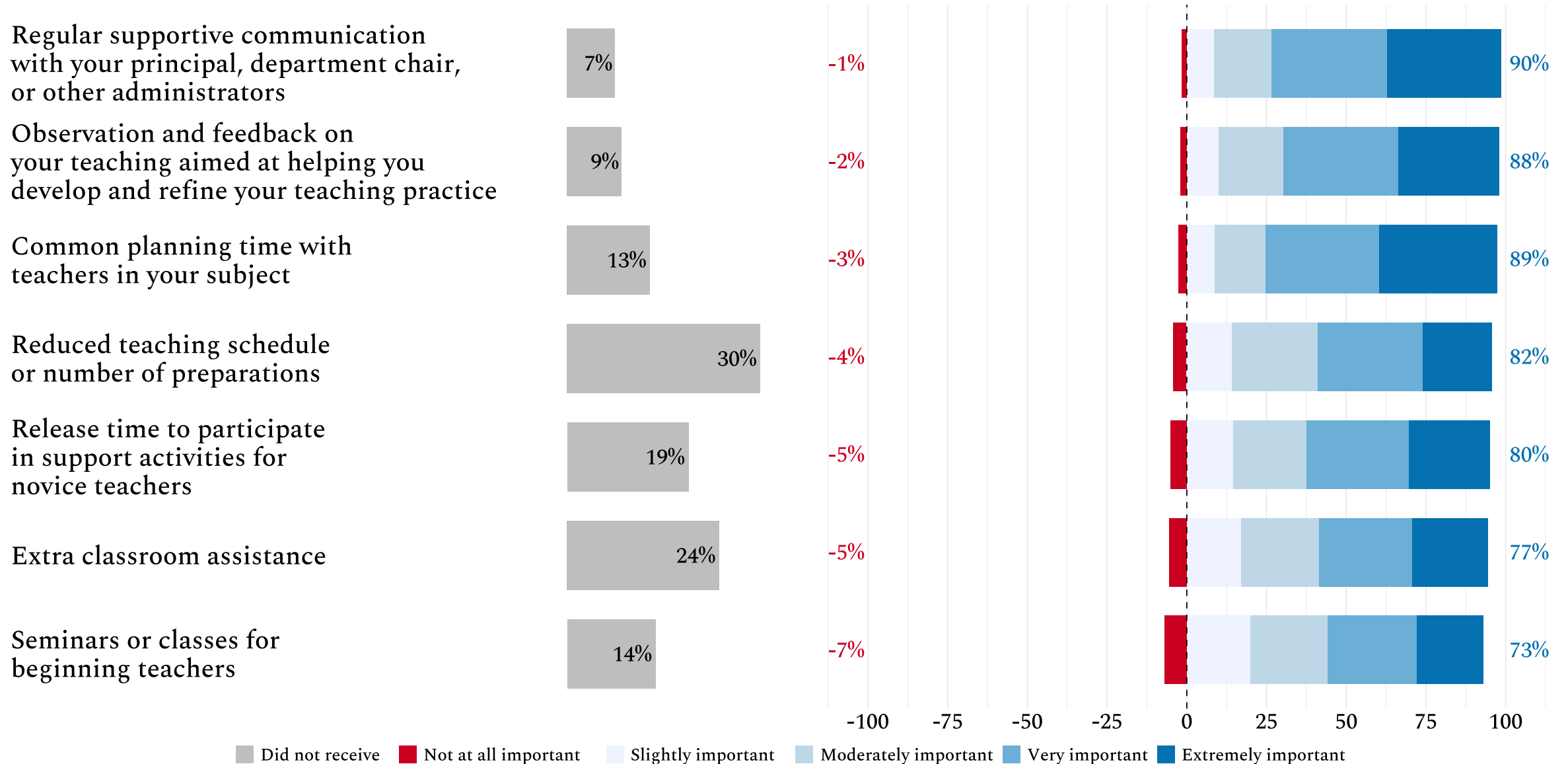


How much did your assigned support person help you:



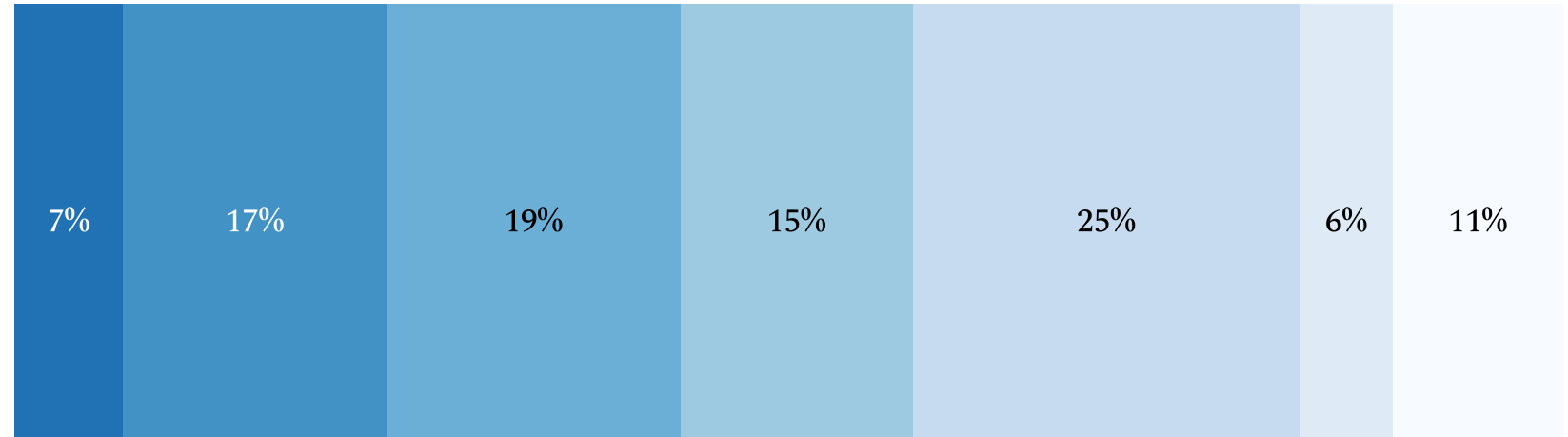
Support and Collaboration

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

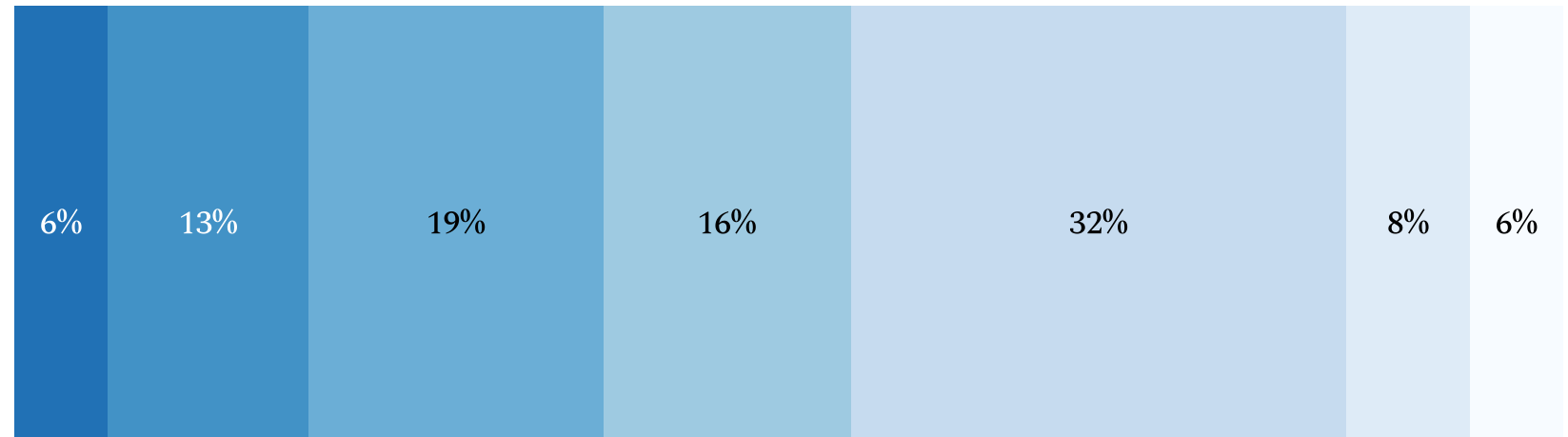


Please indicate how often you are provided with:

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



Feedback about teaching practices

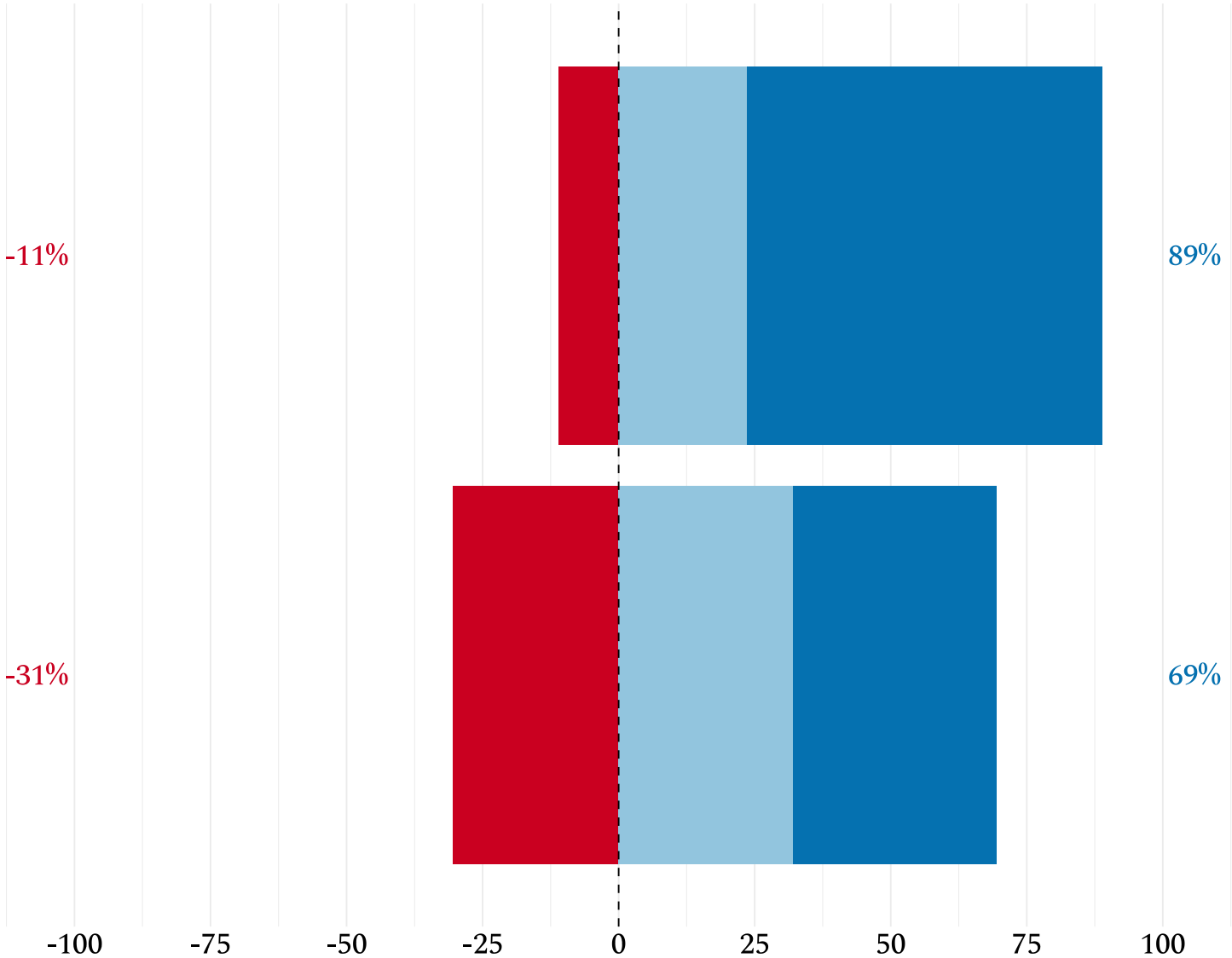


■ A few times a week ■ A few times a month ■ A few times a year ■ Never
■ Once a week ■ Once a month ■ Once a year

Please rate the degree to which your district exposed you to:

Note: This question was only included in the 2024 & 2025 survey.

High quality instructional materials (HQIM) that are aligned to state academic standards and include evidence-based strategies, inclusive practices, and embedded teacher supports

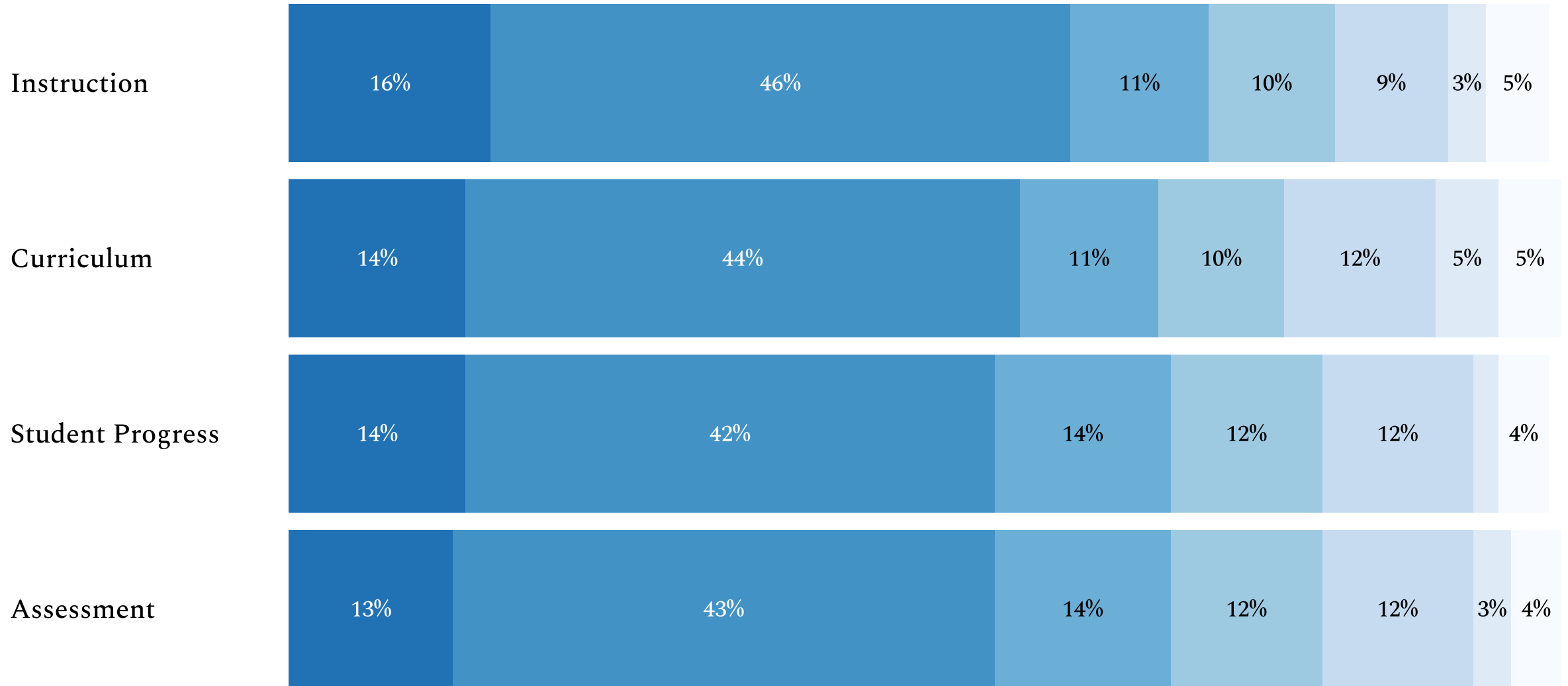


The Arkansas Initiative for Instructional Materials (AIIM)

Red numbers = Negative Response Percentage
Blue numbers = Positive Response Percentage

Not exposed Exposed but regular use not required Regular use required

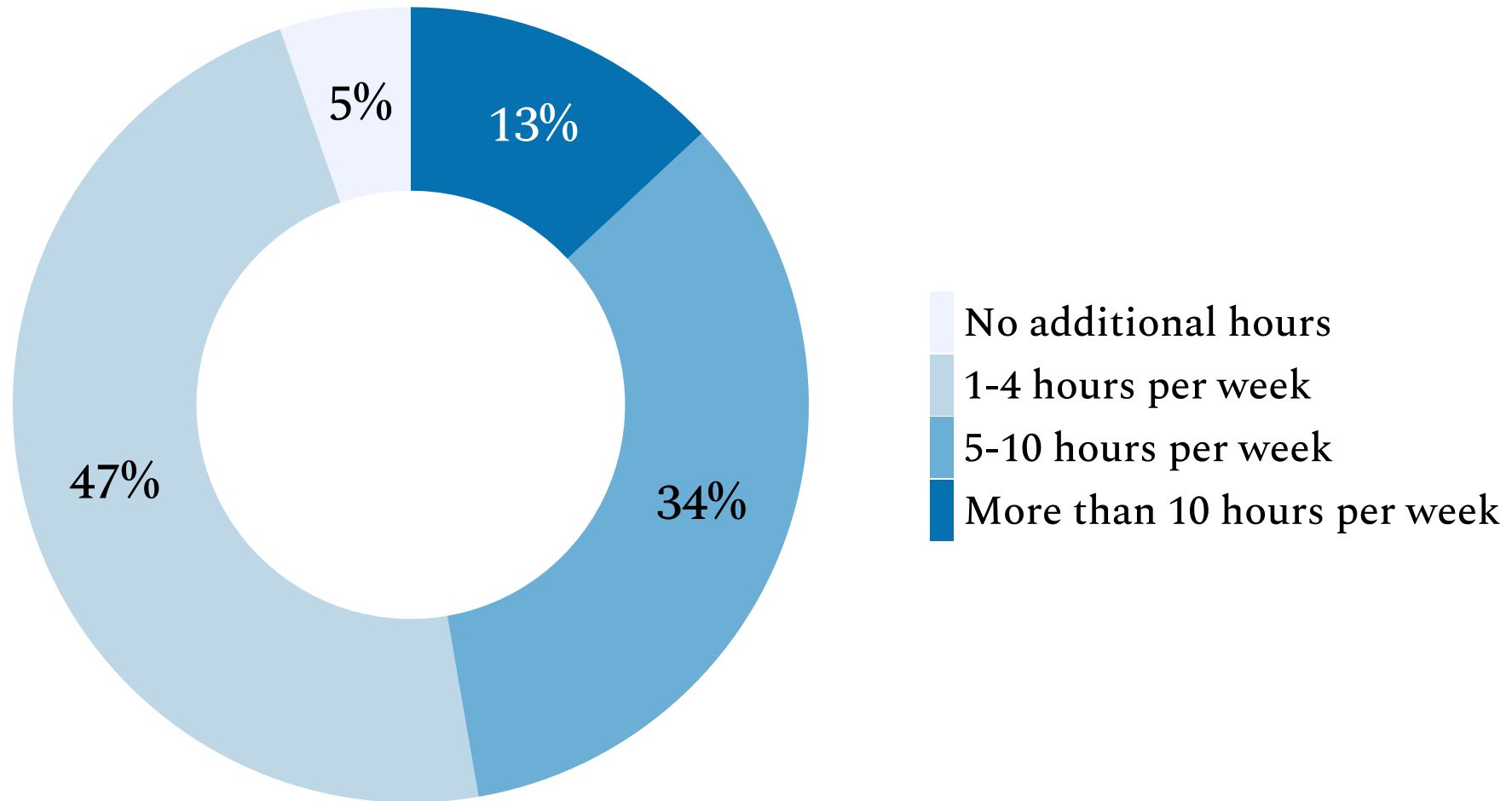
How often do teacher teams and collaborative groups at your school meet to discuss:



Percentages < 3% not displayed

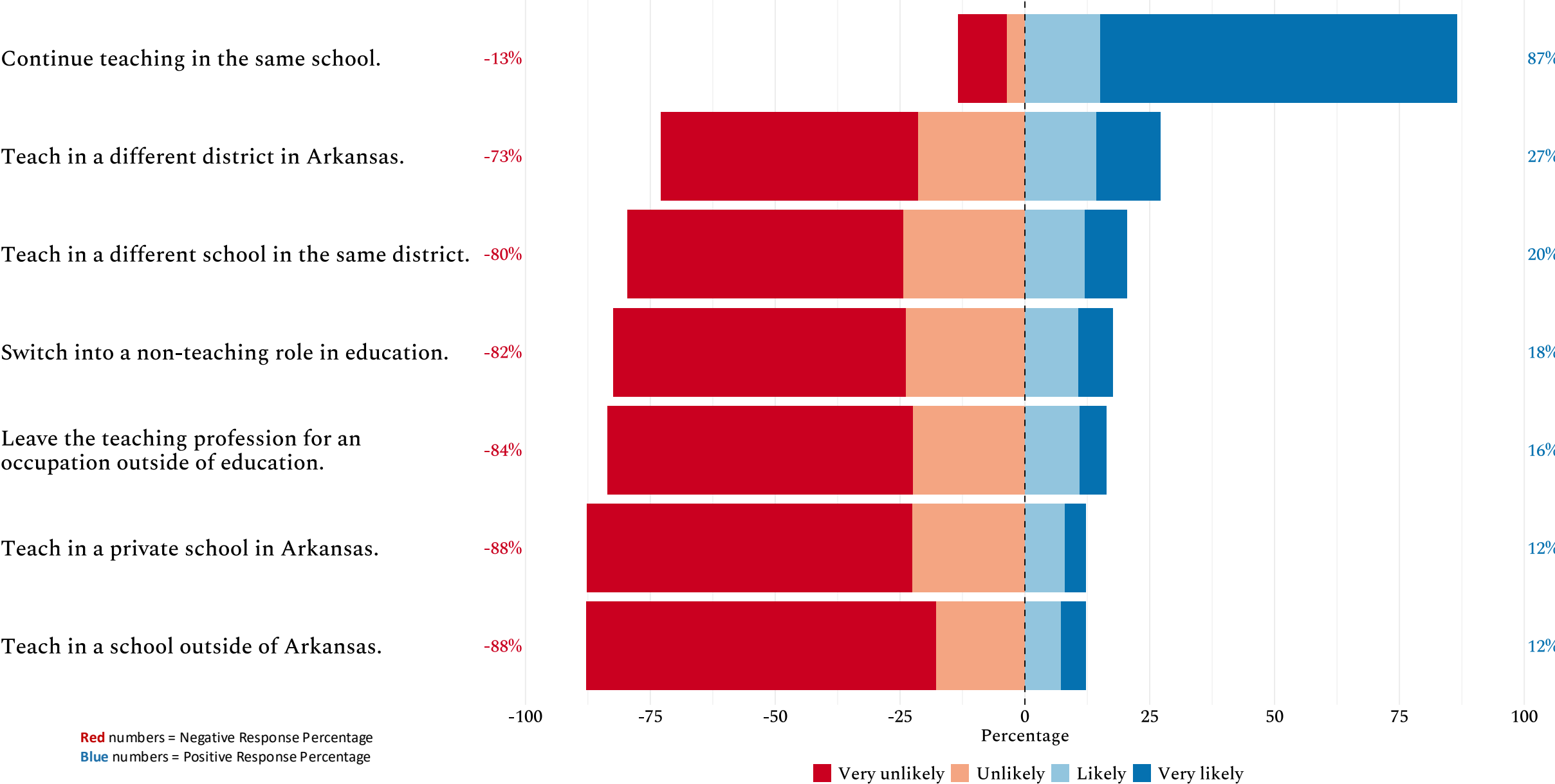
■ A few times a week ■ A few times a month ■ A few times a year ■ Never
■ Once a week ■ Once a month ■ Once a year

During this school year, how much time per week OUTSIDE of contract hours did you typically spend preparing for instruction?

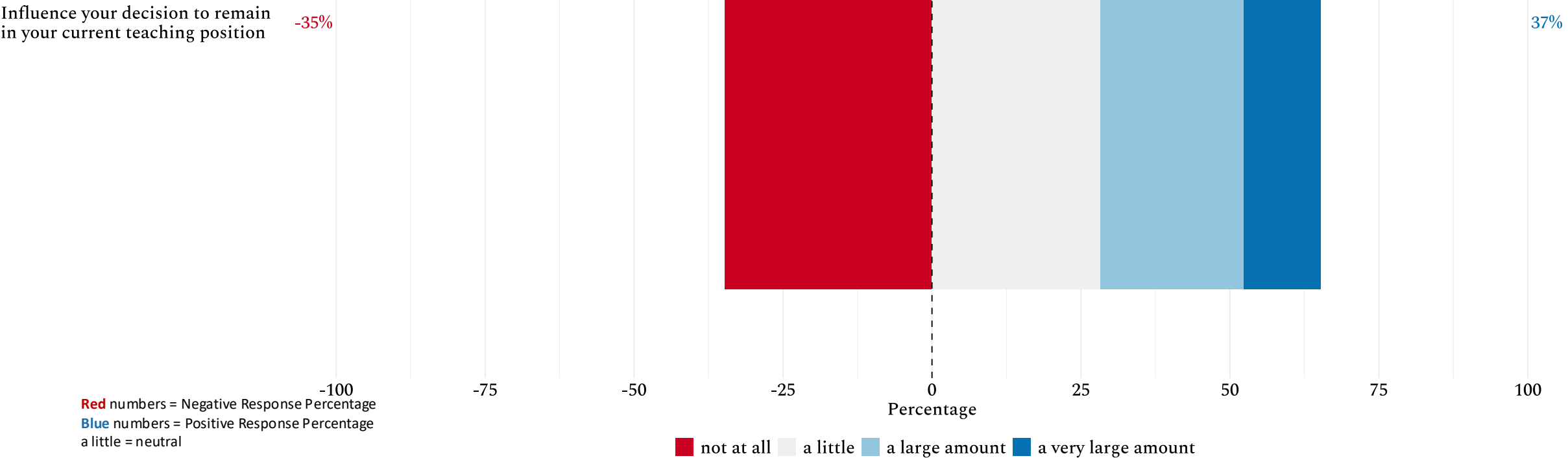


Plans for Next School Year

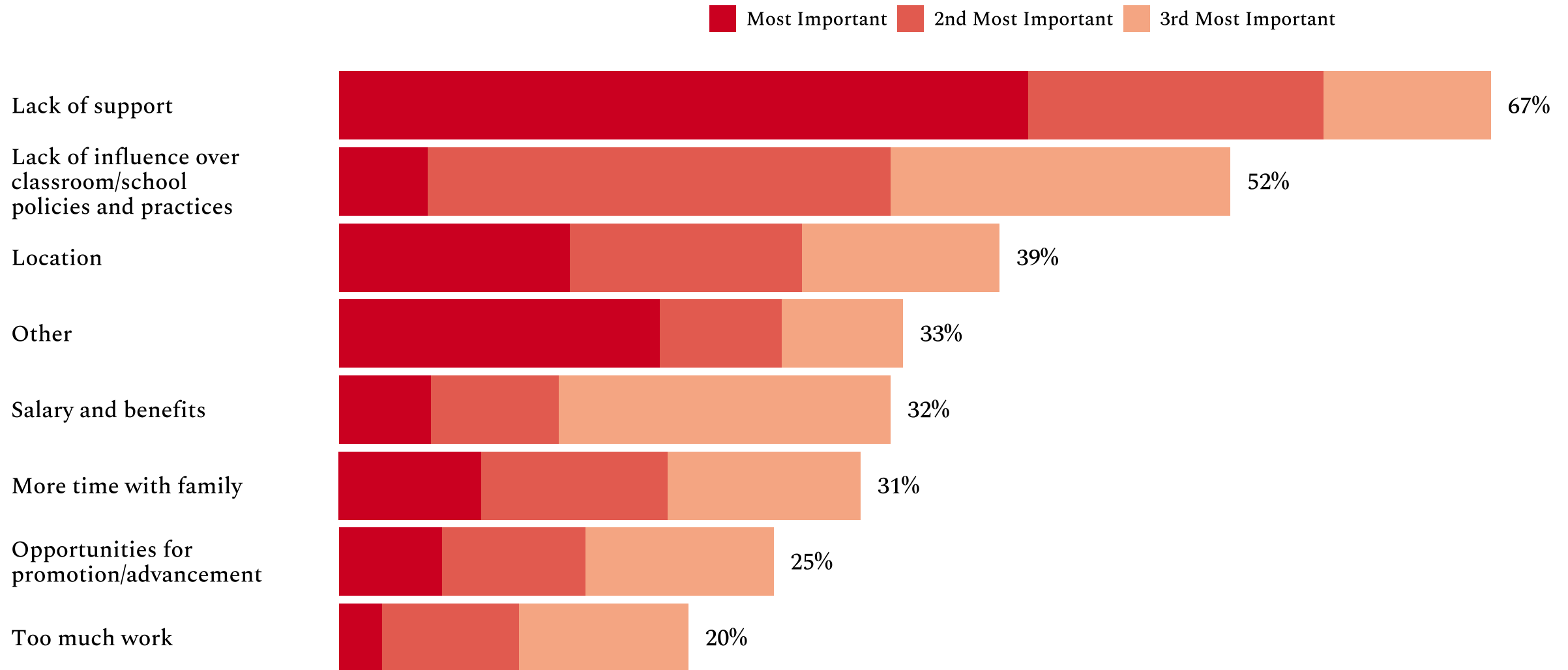
Please rate how likely you are to pursue the following options for the next school year.



If you reported you were likely or very likely to teach in the same school, to what extent did your novice teacher mentoring program experience:



If you reported you were unlikely or very unlikely to teach in the same school, please rank the top three reasons you are considering leaving your current teaching position.



Interest in Other Licenses and Endorsements

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

