

Administrator Survey Analysis

The Michigan Department of Education (MDE) has conducted annual surveys of school administrators regarding the performance of first-year teachers since the 2020-2021 academic year. The 2023-2024 survey results are presented on the following pages.

Overall, first-year teachers prepared by #TEACH achieved an efficacy rating of 86%, compared to the state average of 93.2%. Notably, #TEACH completers exceeded the state average in key areas, including External Relationships (97% vs. 87.2%) and Professionalism (90.9% vs. 87%). Although #TEACH completers scored slightly below the state average overall and in specific areas such as Instructional Strategies and Assessment (81.8%), Meeting Student Needs (82.7% vs. 92.4%), and Technology Integration (90.9% vs. 96%), their performance remains strong and reflects a high level of overall effectiveness.

Specific areas of strength include:

- The ability to utilize available technology to enhance the learning experience of students.
- The ability to implement strategies which maximize student engagement to support positive student behavior.
- The ability to organize the learning environment to guide student engagement during instructional time.
- Applying instructional strategies and resources to support English learners.
- Applying instructional strategies and resources to support students from culturally diverse backgrounds.
- The ability to build positive relationships with students, families, caregivers and colleagues.
- The ability to demonstrate responsiveness and flexibility to unexpected situations which arise.
- The ability to act in a manner consistent with ethical and professional educator expectations.

Specific areas for improvement include:

- The ability to implement literacy and reading strategies appropriate to their content area(s) and grade level(s).
- The ability to differentiate instruction based on student assessment data to support each student's academic achievement.
- Applying instructional strategies and resources to support each individual student's learning abilities and needs.

2023-24 Administrator Survey, Alt. Routes

Survey Population: Lead administrators for teachers who, for the first time, appeared in the fall 2023 REP data collection as an MDE teacher.

Category Summaries

	State Average			Your EPP		
	Efficacy ¹	Total N ²	%	Efficacy ¹	Total N ²	%
Instructional Strategies and Assessment	169	179	94.4%	63	77	81.8%
Meeting Student Needs	171	185	92.4%	67	81	82.7%
Technology	24	25	96.0%	10	11	90.9%
External Relationships	68	78	87.2%	32	33	97.0%
Professionalism	67	77	87.0%	30	33	90.9%
Overall Effectiveness	1731	1858	93.2%	202	235	86.0%

The color associated with each question below indicates its assigned category above.
Performance score calculation is tentative and subject to further validation and checks.

Individual Questions

	State Average			Your EPP		
	Efficacy ¹	Total N	%	Efficacy ¹	Total N	%
As a first-year teacher, compared to other first-year teachers, to what extent is [TeacherName] able to...						
support all students in making connections to prior knowledge and experiences?	81	87	93.1%	9	11	81.8%
implement multiple strategies to present key content area(s) concepts?	81	87	93.1%	9	11	81.8%
utilize available technology to enhance the learning experience of students?	83	85	97.6%	10	11	90.9%
implement strategies which maximize student engagement to support positive student behavior?	81	87	93.1%	10	11	90.9%
organize the learning environment to guide student engagement during instructional time?	82	87	94.3%	10	11	90.9%
implement literacy and reading strategies appropriate to their content area(s) and grade level(s)?	72	79	91.1%	8	11	72.7%
differentiate instruction based on student assessment data to support each student's academic achievement?	77	85	90.6%	8	11	72.7%
support each student's socioemotional (e.g., social, emotional, psychological) development with instructional strategies and resources?	79	86	91.9%	9	11	81.8%
understand and make accommodations based on a student's IEP or Section 504 plan?	77	85	90.6%	9	11	81.8%
As a first-year teacher, compared to other first-year teachers, to what extent can [TeacherName] apply instructional strategies and resources to support...						
English learners?	60	66	90.9%	7	7	100.0%
high performing students?	77	83	92.8%	8	10	80.0%
low performing students?	80	87	92.0%	9	11	81.8%
students experiencing trauma?	71	81	87.7%	8	10	80.0%
students from culturally diverse backgrounds?	78	82	95.1%	9	10	90.0%
students with special needs or disabilities?	76	85	89.4%	9	11	81.8%
each individual student's learning abilities and needs?	79	87	90.8%	8	11	72.7%
As a first-year teacher, compared to other first-year teachers, to what extent is [TeacherName] able to build positive relationships with...						
students?	84	87	96.6%	11	11	100.0%
families/caregivers?	79	84	94.0%	10	11	90.9%
colleagues?	84	87	96.6%	11	11	100.0%
As a first-year teacher, compared to other first-year teachers, to what extent is [TeacherName] able to...						
demonstrate responsiveness and flexibility to unexpected situations which arise?	84	87	96.6%	11	11	100.0%
act in a manner consistent with ethical and professional educator expectations?	86	87	98.9%	10	11	90.9%
utilize constructive criticism to reflect upon and improve practice?	80	87	92.0%	9	11	81.8%
	Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate
Response Rate³	87	184	47.3%	11	24	45.8%

¹ Efficacy is defined as a response of "To a Great Extent" or "To a Moderate Extent" to the listed questions.

² "Not able to Observe" responses removed from the total N.

³ Prospective survey respondents never reached (e.g., email invitation bounce backs) are removed from the N count.