

Administrator Survey Data & Analysis – Employer Satisfaction

The 2023–2024 Administrator Survey results show that employers are highly satisfied with the first-year teachers prepared by #TEACH. A large majority of administrators rated #TEACH completers as effective or highly effective, affirming that the program delivers candidates who are ready to succeed in today's classrooms.

#TEACH graduates particularly excelled in building strong, positive relationships with students, families, and colleagues—earning a 97% satisfaction rating, significantly above the state average of 87.2%. In the area of professionalism, they were also rated higher than the state average (90.9% vs. 87%), demonstrating their strong commitment to collaboration and professional conduct.

While overall instructional effectiveness scores (86%) were slightly below the state average (93.2%), administrators consistently praised #TEACH teachers for their ability to create supportive learning environments and effectively integrate technology into instruction.

These results clearly show that employers trust #TEACH to deliver teachers who are professional, relationship-driven, and committed to student success. Continued program enhancements focused on instructional strategies will ensure even stronger future outcomes.

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	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%
Response Rate³						
	Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate
	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.