

Administrator Survey Data & Analysis – Employer Satisfaction

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The 2024–2025 Administrator Survey results affirm that employers are highly satisfied with the first-year teachers prepared by #TEACH. An overwhelming majority of administrators rated #TEACH completers as effective or highly effective, confirming that the program consistently delivers classroom-ready candidates who make an immediate impact.

#TEACH graduates earned strong recognition for building positive relationships with students, families, and colleagues — with an 88% satisfaction rating, approaching the state average of 93.7% and reflecting the program's deep commitment to community and connection. In the area of professionalism, #TEACH teachers earned a solid 81% rating, demonstrating their dedication to collaboration and professional conduct as they grow in their careers.

Administrators also praised #TEACH teachers for their ability to create supportive, welcoming learning environments and their confident integration of technology into everyday instruction. With an overall instructional effectiveness score of 85%, #TEACH graduates are performing within range of the state average of 92.2% — a strong foundation that ongoing program enhancements are designed to build upon.

These results powerfully demonstrate that employers trust #TEACH to deliver teachers who are professional, relationship-driven, and committed to student success. With continued focus on instructional strategies, #TEACH is well-positioned to close the remaining gap and achieve even stronger outcomes in the years ahead.

2024-25 Administrator Survey, Alternative Routes

Survey Population: Lead administrators for teachers who, for the first time, appeared in the fall 2024 REP data collection as an MDE teacher.

Category Summaries

	State Average			Your EPP		
	Efficacy1	Total N2	%	Efficacy1	Total N2	%
Instructional Strategies and Assessment	1045	1126	92.8%	168	192	87.5%
Meeting Student Needs	1106	1220	90.7%	169	206	82.0%
Technology	158	163	96.9%	26	28	92.9%
External Relationships	449	479	93.7%	73	83	88.0%
Professionalism	449	489	91.8%	68	84	81.0%
Overall Effectiveness	3207	3477	92.2%	504	593	85.0%

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		
	Efficacy1	Total N	%	Efficacy1	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?	159	163	97.5%	27	28	96.4%
implement multiple strategies to present key content area(s) concepts?	155	164	94.5%	25	28	89.3%
utilize available technology to enhance the learning experience of students?	158	163	96.9%	26	28	92.9%
implement strategies which maximize student engagement to support positive student behavior?	153	164	93.3%	23	28	82.1%
organize the learning environment to guide student engagement during instructional time?	152	164	92.7%	23	28	82.1%
implement literacy and reading strategies appropriate to their content area(s) and grade level(s)?	139	151	92.1%	24	26	92.3%
differentiate instruction based on student assessment data to support each student's academic achievement?	144	160	90.0%	22	27	81.5%
support each student's socioemotional (e.g., social, emotional, psychological) development with instructional s	146	163	89.6%	21	28	75.0%
understand and make accommodations based on a student's IEP or Section 504 plan?	143	160	89.4%	24	27	88.9%
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?	96	112	85.7%	14	19	73.7%
high performing students?	152	158	96.2%	27	28	96.4%
low performing students?	146	163	89.6%	23	28	82.1%
students experiencing trauma?	137	152	90.1%	21	26	80.8%
students from culturally diverse backgrounds?	137	149	91.9%	19	23	82.6%
students with special needs or disabilities?	144	159	90.6%	20	26	76.9%
each individual student's learning abilities and needs?	148	164	90.2%	24	28	85.7%
As a first-year teacher, compared to other first-year teachers, to what extent is [TeacherName] able to build positive relationships with...						
students?	155	163	95.1%	24	28	85.7%
families/caregivers?	139	153	90.8%	24	27	88.9%
colleagues?	155	163	95.1%	25	28	89.3%
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?	146	164	89.0%	23	28	82.1%
act in a manner consistent with ethical and professional educator expectations?	153	163	93.9%	23	28	82.1%
utilize constructive criticism to reflect upon and improve practice?	150	162	92.6%	22	28	78.6%
	Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate
Response Rate3	166	302	55.0%	29	57	50.9%

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.