

2024-25 Administrator Survey for Alma College Completers

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			Alma College		
		Efficacy ¹	Total N ²	%	Efficacy ¹	Total N ²	%
	Instructional Strategies and Assessment	4956	5512	89.9%	35	42	83.3%
	Meeting Student Needs	5227	5897	88.6%	39	47	83.0%
	Technology	762	793	96.1%	6	6	100.0%
	External Relationships	2236	2404	93.0%	15	18	83.3%
	Professionalism	2252	2416	93.2%	15	18	83.3%
	Overall Effectiveness	15433	17022	90.7%	110	131	84.0%

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			Alma College		
		Efficacy ¹	Total N	%	Efficacy ¹	Total N	%
As a first-year teacher, compared to other first-year teachers, to what extent is the teacher able to...							
	support all students in making connections to prior knowledge and experiences?	761	804	94.7%	5	6	83.3%
	implement multiple strategies to present key content area(s) concepts?	740	803	92.2%	5	6	83.3%
	utilize available technology to enhance the learning experience of students?	762	793	96.1%	6	6	100.0%
	implement strategies which maximize student engagement to support positive student behavior?	717	801	89.5%	5	6	83.3%
	organize the learning environment to guide student engagement during instructional time?	725	805	90.1%	5	6	83.3%
	implement literacy and reading strategies appropriate to their content area(s) and grade level(s)?	650	742	87.6%	5	6	83.3%
	differentiate instruction based on student assessment data to support each student's academic achievement?	666	783	85.1%	5	6	83.3%
	support each student's socioemotional (e.g., social, emotional, psychological) development with instructional strategies and resources?	702	797	88.1%	5	6	83.3%
	understand and make accommodations based on a student's IEP or Section 504 plan?	697	774	90.1%	5	6	83.3%

Individual Questions

		State Average			Alma College		
		Efficacy ¹	Total N	%	Efficacy ¹	Total N	%
As a first-year teacher, compared to other first-year teachers, to what extent can the teacher apply instructional strategies and resources to support...							
	English learners?	437	522	83.7%	4	5	80.0%
	high performing students?	658	726	90.6%	5	6	83.3%
	low performing students?	717	802	89.4%	5	6	83.3%
	students experiencing trauma?	631	735	85.9%	5	6	83.3%
	students from culturally diverse backgrounds?	652	722	90.3%	5	6	83.3%
	students with special needs or disabilities?	712	789	90.2%	5	6	83.3%
	each individual student's learning abilities and needs?	718	804	89.3%	5	6	83.3%
As a first-year teacher, compared to other first-year teachers, to what extent is the teacher able to build positive relationships with...							
	students?	769	808	95.2%	5	6	83.3%
	families/caregivers?	712	789	90.2%	5	6	83.3%
	colleagues?	755	807	93.6%	5	6	83.3%
As a first-year teacher, compared to other first-year teachers, to what extent is the teacher able to...							
	demonstrate responsiveness and flexibility to unexpected situations which arise?	728	804	90.5%	5	6	83.3%
	act in a manner consistent with ethical and professional educator expectations?	768	808	95.0%	5	6	83.3%
	utilize constructive criticism to reflect upon and improve practice?	756	804	94.0%	5	6	83.3%
		Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate
Response Rate³		812	1,568	51.8%	6	12	50.0%

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.

Data Analysis

In the 2024-25 academic year, administrators completed surveys administered by the Michigan Department of Education (MD) for six first-year teachers that completed their educator preparation at Alma College resulting in a 50% survey response rate. With regard to the overall categories, Alma first-year teachers' efficacy percentages were below the state averages in all categories except for Technology, where 100% was achieved. Although it is difficult to compare meaningfully to the state average with only six respondents, the gaps between the state average and Alma may be suggestive of areas for improvement. Across the range of first-year teacher efficacy measures, Alma completers' efficacy is rated slightly below the state average. It is important to note that for most of the individual questions, Alma completers' demonstrated strong efficacy apart from one first-year teacher whose efficacy was rated lowly across all questions.