



Principal Survey Data Report 2023-2024

Overview of the survey data

- Survey Population: Lead administrators for teachers who, for the first time, appeared in the fall 2023 Registry of Educational Personnel data collection as a Michigan Department of Education teacher.
- MDE total is 759 (49.2% response rate). Hope College total was 17 (51.5% response rate).
 - “Not able to Observe” responses removed from the total N.
- MDE defines Efficacy as a response of “To a Great Extent” or “To a Moderate Extent” to the listed questions.
 - The Likert scale is: “To a Great Extent,” “To a Moderate Extent,” “To a Small Extent,” “Not at All,” “Not able to Observe”

Category Summaries

Principal Survey Domain	Hope %	State %	Difference
Instructional Strategies and Assessment	92.3%	86.6%	5.7%
Meeting Student Needs	96.0%	85.6%	10.4%
Technology	100%	94.9%	5.1%
External Relationships	96.1%	91.3%	4.8%
Professionalism	92.0%	89.8%	2.2%
Overall Effectiveness	94.5%	87.8%	6.7%

Instructional Strategies and Assessment

As a first-year teacher, compared to other first-year teachers, to what extent is [Teacher Name] able to...	Hope%	State%	Difference
support all students in making connections to prior knowledge and experiences?	100.0%	92.1%	7.9%
implement multiple strategies to present key content area(s) concepts?	100.0%	90.3%	9.7%
implement strategies which maximize student engagement to support positive student behavior?	88.2%	84.6%	3.6%
organize the learning environment to guide student engagement during instructional time?	88.2%	86.7%	1.5%
implement literacy and reading strategies appropriate to their content area(s) and grade level(s)?	86.7%	85.4%	1.3%
differentiate instruction based on student assessment data to support each student's academic achievement?	88.2%	81.5%	5.7%
understand and make accommodations based on a student's IEP or Section 504 plan?	94.1%	85.3%	8.8%

Meeting Student Needs

As a first-year teacher, compared to other first-year teachers, to what extent is [Teacher Name] able to...	Hope %	State %	Difference
Support each student's socioemotional (e.g., social, emotional, psychological) development with instruction?	94.1%	86.1%	8.0%
As a first-year teacher, compared to other first-year teachers, to what extent can [Teacher Name] apply instructional strategies and resources to support...	Hope %	State %	Difference
English learners?	100.0%	84.1%	15.9%
high performing students?	100.0%	87.8%	12.2%
low performing students?	94.1%	84.7%	9.4%
students experiencing trauma?	93.8%	84.2%	9.6%
students from culturally diverse backgrounds?	93.8%	87.5%	6.3%
students with special needs or disabilities?	94.1%	84.2%	9.9%
each individual student's learning abilities and needs?	100.0%	86.2%	13.8%

Technology

As a first-year teacher, compared to other first-year teachers, to what extent is [Teacher Name] able to...

Hope %

State %

Difference

Utilize available technology to enhance the learning experience of students?

100.0%

94.9%

5.1%

External Relationships

As a first-year teacher, compared to other first-year teachers, to what extent is [Teacher Name] able to build positive relationships with...	Hope %	State %	Difference
students?	100.0%	93.6%	6.4%
families/caregivers?	94.1%	87.4%	6.7%
colleagues?	94.1%	92.7%	1.4%

Professionalism

As a first-year teacher, compared to other first-year teachers, to what extent is [Teacher Name] able to...	Hope %	State %	Difference
demonstrate responsiveness and flexibility to unexpected situations which arise?	93.8%	85.4%	8.4%
act in a manner consistent with ethical and professional educator expectations?	88.2%	94.0%	-5.8%
utilize constructive criticism to reflect upon and improve practice?	94.1%	90.0%	4.1%

Qualitative Data from Principals

- We're very happy that we hired her!
- He's a gift to this place.
- [Teacher name] is an amazing teacher who is passionate about providing the best educational experience for her 5th grade students. She is empathetic, knowledgeable, collaborates with others, and is always seeking ways to further develop her craft and pedagogy.
- [Teacher name] is a great first year teacher and in some ways an exceptional first year teacher. We are so lucky to have her and to continue to work with her as she develops as a teacher
- [Teacher name] genuinely cares for the students in her class and works hard to meet their diverse needs. She has made connections with staff and families throughout the school year as well. She is open to feedback that she gets from mentor teachers, coaches, and administrators.



Top Areas of Strength and Growth Relative to State

Areas of Strength (Relative to State)

As a first-year teacher, compared to other first-year teachers, to what extent can [Teacher Name] apply instructional strategies and resources to support...	Hope %	State %	Difference
English learners?	100.0%	84.1%	15.9%
each individual student's learning abilities and needs?	100.0%	86.2%	13.8%
high performing students?	100.0%	87.8%	12.2%

Areas of Growth (Relative to State)

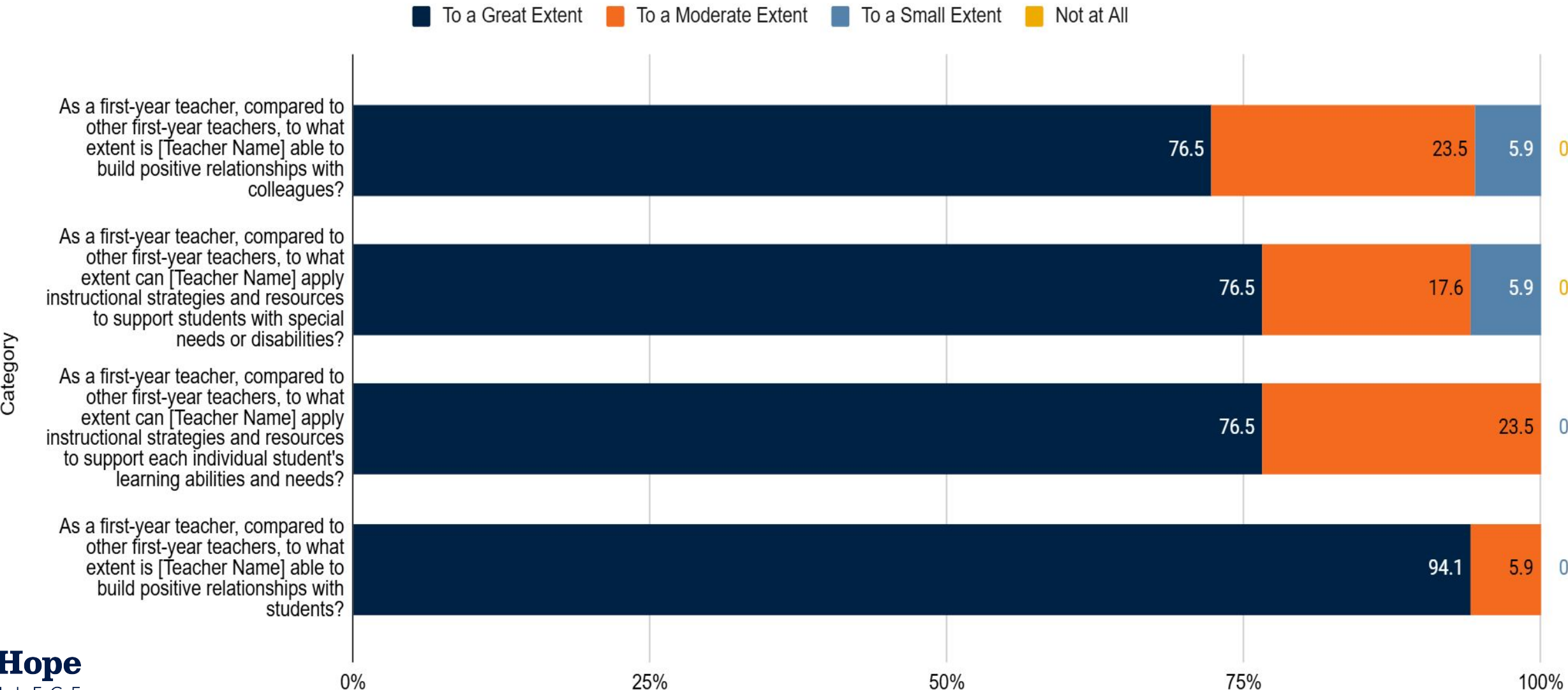
As a first-year teacher, compared to other first-year teachers, to what extent is [Teacher Name] able to...	Hope %	State %	Difference
act in a manner consistent with ethical and professional educator expectations?	88.2%	94.0%	-5.8%
implement literacy and reading strategies appropriate to their content area(s) and grade level(s)?	86.7%	85.4%	1.3%
As a first-year teacher, compared to other first-year teachers, to what extent is [Teacher Name] able to build positive relationships with...	Hope %	State %	Difference
colleagues?	94.1%	92.7%	1.4%



Top Areas of Strength and Growth Internal

Areas of Strength (Internal)

To a Great Extent, To a Moderate Extent, To a Small Extent and Not at All



Areas of Growth (Internal)

To a Great Extent, To a Moderate Extent, To a Small Extent and Not at All

