



MDE Administrator Survey Results, 2020-21

Question Wording	State Average*		CMU	
As a first-year teacher, compared to other first-year teachers, to what extent is [TeacherName] able to...	Percent Effective	(N)	Percent Effective	(N)
support all students in making connections to prior knowledge and experiences?	96%	638	96%	81
implement multiple strategies to present key content area(s) concepts?	95%	636	98%	81
utilize available technology to enhance the learning experience of students?	98%	640	96%	79
implement strategies which maximize student engagement to support positive student behavior?	93%	639	91%	81
organize the learning environment to guide student engagement during instructional time?	93%	636	93%	81
implement literacy and reading strategies appropriate to their content area(s) and grade level(s)?	90%	590	92%	74
differentiate instruction based on student assessment data to support each student's academic achievement?	91%	628	93%	81
support each student's socioemotional (e.g., social, emotional, psychological) development with instructional strategies and resources?	93%	630	94%	80
understand and make accommodations based on a student's IEP or Section 504 plan?	92%	590	95%	74

* State averages include teachers who received survey reviews from multiple administrators.



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Question Wording	State Average*		CMU	
As a first-year teacher, compared to other first-year teachers, to what extent can [TeacherName] apply instructional strategies and resources to support...	Percent Effective	(N)	Percent Effective	(N)
gifted and talented students?	83%	423	84%	58
students from culturally diverse backgrounds?	91%	560	90%	67
English learners?	86%	385	86%	50
students with special needs or disabilities?	93%	596	95%	79
students experiencing trauma?	91%	573	97%	70
each individual student's learning abilities and needs?	93%	637	98%	81
As a first-year teacher, compared to other first-year teachers, to what extent is [TeacherName] able to build positive relationships with. . .	Percent Effective	(N)	Percent Effective	(N)
students?	97%	645	96%	81
families/caregivers?	94%	625	94%	78
colleagues?	95%	640	96%	81
As a first-year teacher, compared to other first-year teachers, to what extent is [TeacherName] able to...	Percent Effective	(N)	Percent Effective	(N)
demonstrate responsiveness and flexibility to unexpected situations which arise?	94%	644	95%	81
act in a manner consistent with ethical and professional educator expectations?	98%	644	99%	81
utilize constructive criticism to reflect upon and improve practice?	96%	641	98%	81

* State averages include teachers who received survey reviews from multiple administrators.