

Administrator (Employer) Survey

Survey Population: Teachers who, for the first time, appeared in either the fall 2021 or 2022 Registry of Educational Personnel (REP) data collection as an Michigan Department of Education (MDE) teacher.

WSU
Compared
to State
Average

2022-23
WSU
Compared
to WSU
2021-22

Category Summaries

	2022-23 State Average ³			2022-23 Wayne State University			WSU Compared to State Average
	Efficacy ¹	Total N ²	%	Efficacy ¹	Total N ²	%	
Instructional Strategies and Assessment	4666	5266	88.6%	226	244	92.6%	4.0%
Meeting Student Needs	4969	5648	88.0%	243	273	89.0%	1.0%
Technology	723	761	95.0%	35	36	97.2%	2.2%
External Relationships	2137	2292	93.2%	100	104	96.2%	2.9%
Professionalism	2125	2313	91.9%	107	109	98.2%	6.3%
"Demonstrated Teaching Knowledge" calculation for Education Preparation Institution (EPI) Performance Score	14620	16280	89.8%	711	766	92.8%	3.0%

The color associated with each question below indicates its assigned category above.

EPI Performance Score calculation is tentative and subject to further validation and checks.

2021-2022 Wayne State University			2022-23 WSU Compared to WSU 2021-22
Efficacy ¹	Total N ²	%	
191	211	90.5%	2.1%
202	228	88.6%	0.4%
25	28	89.3%	7.9%
82	91	90.1%	6.0%
87	93	93.5%	4.6%
587	651	90.2%	2.7%

Individual Questions

	2022-23 State Average ³			2022-23 Wayne State University			WSU Compared to State Average
	Efficacy ¹	Total N ²	%	Efficacy ¹	Total N ²	%	
As a first year teacher, compared to other first year teachers, to what extent is Teacher able to...							
support all students in making connections to prior knowledge and experiences?	732	772	94.8%	36	37	97.3%	2.5%
implement multiple strategies to present key content area(s) concepts?	701	768	91.3%	35	37	94.6%	3.3%
utilize available technology to enhance the learning experience of students?	723	761	95.0%	35	36	97.2%	2.2%
implement strategies which maximize student engagement to support positive student behavior?	672	775	86.7%	33	37	89.2%	2.5%
organize the learning environment to guide student engagement during instructional time?	680	772	88.1%	33	37	89.2%	1.1%
implement literacy and reading strategies appropriate to their content area(s) and grade level(s)?	607	701	86.6%	30	31	96.8%	10.2%
differentiate instruction based on student assessment data to support each student's academic achievement?	630	755	83.4%	32	35	91.4%	8.0%
support each student's socioemotional (e.g., social, emotional, psychological) development with instructional strategies and resources?	663	766	86.6%	31	36	86.1%	-0.4%
understand and make accommodations based on a student's Individual Education Plan (IEP) or Section 504 plan?	644	723	89.1%	27	30	90.0%	0.9%
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?	405	482	84.0%	22	24	91.7%	7.6%
high performing students?	633	706	89.7%	33	35	94.3%	4.6%
low performing students?	685	770	89.0%	34	37	91.9%	2.9%
students experiencing trauma?	610	713	85.6%	29	35	82.9%	-2.7%
students from culturally diverse backgrounds?	626	699	89.6%	34	37	91.9%	2.3%
students with special needs or disabilities?	669	740	90.4%	28	32	87.5%	-2.9%
each individual student's learning abilities and needs?	678	772	87.8%	32	37	86.5%	-1.3%
As a first year teacher, compared to other first year teachers, to what extent is the Teacher able to build positive relationships with...							
students?	744	776	95.9%	37	37	100.0%	4.1%
families/caregivers?	674	742	90.8%	29	31	93.5%	2.7%
colleagues?	719	774	92.9%	34	36	94.4%	1.6%
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?	677	769	88.0%	35	36	97.2%	9.2%
act in a manner consistent with ethical and professional educator expectations?	737	775	95.1%	37	37	100.0%	4.9%
utilize constructive criticism to reflect upon and improve practice?	711	769	92.5%	35	36	97.2%	4.8%
	Survey Responses	# Surveys Sent	Response Rate	Survey Responses	# Surveys Sent	Response Rate	
Response Rate⁴	780	1486	52.5%	39	89	43.8%	4.8%

2021-22 Wayne State University			2022-23 WSU Compared to WSU 2021-22
Efficacy ¹	Total N ²	%	
29	31	93.5%	3.7%
28	31	90.3%	4.3%
25	28	89.3%	7.9%
27	31	87.1%	2.1%
29	31	93.5%	-4.4%
25	28	89.3%	7.5%
27	30	90.0%	1.4%
28	30	93.3%	-7.2%
26	29	89.7%	0.3%
21	24	87.5%	4.2%
22	28	78.6%	15.7%
27	30	90.0%	1.9%
24	27	88.9%	-6.0%
27	30	90.0%	1.9%
25	28	89.3%	-1.8%
28	31	90.3%	-3.8%
29	31	93.5%	6.5%
25	29	86.2%	7.3%
28	31	90.3%	4.1%
28	31	90.3%	6.9%
30	31	96.8%	3.2%
29	31	93.5%	3.7%
Survey Responses	# Surveys Sent	Response Rate	
31	114	27.2%	16.6%

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 EPIs in the process of closing are removed from the average.

⁴ Prospective survey respondents never reached (e.g., email invitation bounce backs) are removed from the N count.