



Summary of Findings for 2024 Educator Preparation Program Initial Completers Survey

Background

In partnership with the Collaboration for Effective Educator Development, Accountability, and Reform Center (CEEDAR) and the Colorado Preparing Excellent Educators and Leaders Network (CO-PEEL), the Colorado Department of Education (CDE) developed and administered an Initial Completers survey. The survey provides insights into new educators’ perceptions of their preparation program.

The survey was designed for Colorado educators who attended a state approved educator preparation program. Out of 3,664 educators who held an active initial teacher license between May 1, 2023, and April 30, 2024, 889 completed the survey, resulting in a 24% response rate. Of these, 372 were issued their first initial teacher’s license during that period. According to the CDE’s Human Resource database, only 265 of these educators were employed in a Colorado public school during the 2023-24 school year. Highlights from the survey results are provided below. Future surveys should address survey persistence to increase the response rate.

The tables that follow provide a summary of high-level findings within the initial completers survey.

Reflections on Educator Preparation Programs

78.2% of respondents would choose the same educator preparation program again.

Top reasons why survey respondents said they would choose the same educator preparation program again

	Respondents
I received adequate support, coaching, and/or mentoring.	241
The program’s atmosphere/culture was positive and facilitated my learning.	229
I feel the preparation program adequately prepared me for a teaching position.	223
The time commitment was appropriate and feasible.	214
I received adequate advising throughout the program.	209

Survey Participants

Demographics

- 56.7% of respondents were female
- 57.8% of respondents were white
- Participants had an average of one year of teaching experience
- 79% of respondents taught in non-rural schools

Top Endorsements of Survey Respondents

- Elementary (19.6%)
- Special Education Generalist (9.1%)
- Science (7.9%)
- English Language Arts (7.3%)

Top Five Educator Preparation Programs with the Highest Number of Survey Responses

- University of Colorado Denver: ASPIRE (66, 17.5%)
- University of Northern Colorado, Traditional (39, 10.5%)
- Metropolitan State University, Traditional (34, 9.1%)
- University of Colorado Denver, Traditional (16, 4.3%)
- Colorado Christian University, Traditional (16, 4.2%)



Top reasons why survey respondents said they would NOT choose the same educator preparation program again

	Respondents
I feel the preparation program did not adequately prepare me for a teaching position.	18
I did not receive sufficient support, coaching, and/or mentoring.	13
The time commitment was too strenuous.	10
My clinical experiences were not sufficient.	6

Reflections on Teacher Quality Standards

Teacher Quality Standards educators felt most prepared on as measured by the percentage of the highest Strongly Agree and Agree responses combined

Demonstrate respect for diversity, while fostering an inclusive community for all students.	TQS 2 – Learning environment	93.8%
Demonstrate high standards for professional conduct.	TQS 4 – Professionalism	93.5%
Demonstrate knowledge of content and evidence-based instructional practices.	TQS 1 – Content knowledge	91.6%
Provide instruction aligned with the Colorado Academic Standards.	TQS 1 – Content Knowledge	91.6%
Use formal and informal methods to assess learning, provide feedback, and use results.	TQS 3- Instruction	91.1%

Teacher Quality Standards educators felt the least prepared on as measured by the percentage of the lowest Strongly Agree and Agree responses combined

Demonstrate high levels of student growth in postsecondary and workforce readiness.	MSL - Student learning	76.6%
Work collaboratively with families for the benefit of students.	TQS 2 – Learning environment	78.0%
Respond to a complex, dynamic environment.	TQS 4 – Professionalism	83.6%
Link professional growth to professional goals.	TQS 4 - Professionalism	85%
Integrate and utilize appropriate available technology.	TQS 3 - Instruction	85.4%

Comprehensive results are available in the [Technical Report and Findings for the 2024 Initial Completers Survey](#). CDE plans to administer the initial completers survey annually with an additional survey in future years when educators move from an initial teaching license to a professional license. Future reporting will include comparison data.