

## MDE Educator Effectiveness Ratings

The Michigan Department of Education (MDE) requires school districts to provide ratings for teacher effectiveness based on annual teacher evaluations. The new legislation for educator evaluation was implemented to support MDE’s Strategic Goal #3, to “develop, support, and sustain a high-quality, prepared and collaborative education workforce.” School districts selected a teacher evaluation tool from an MDE approved list of options; many districts in southeastern Michigan are using Marzano or Danielson.

The legislation requires the annual evaluations incorporate student growth and assessment as a significant component. In 2018-19, 25% of the teacher evaluation must be based on student growth and assessment data. This was raised to 40% beginning with the 2019-20 school year.

Since MDE does not provide student growth data directly to EPPs, we are using the educator effectiveness ratings as an indicator for teacher effectiveness. The educator effectiveness ratings for newly hired teachers are reported to MDE by the school district, which in turn, provides the information to teacher certification programs. At UM-Dearborn, we use these data to provide information on teaching effectiveness and employer satisfaction with new teacher hires, who are completers from our teacher certification program. All teachers are assigned one of four ratings: highly effective (HE), effective (E), minimally effective (ME), or ineffective (INE). The information is provided in the table below.

For 2024-25 data, we have provided the Educator Effectiveness ratings for UM-Dearborn completers employed in Michigan who were in their first, second, or third year of teaching. Some districts but not all are reporting both a fall and end of year evaluation. To maintain consistency, we are using only the end of year reports for all of our graduates who are new hires.

Table 1: Number of Educator Effectiveness ratings provided by MDE for UM Dearborn completers who were in the first three years of teaching during the 2024-25 school year. Data are disaggregated by teaching endorsement area.

**Table I: Ratings of First, Second and Third Year Teachers in 2024-2025**

2024-2025	Number of Teachers	HE	E	ME	INE	% HE & E
Biology	1		1			100%
Chemistry	3		3			100%
Co-Teaching	1					Was not evaluated
Economics	3		3			100%

Elem Certified	1		1			100%
English	7		7			100%
ESL	7		7			100%
Gen EL K-5	16		15	1		94%
History	4		4			100%
LanguageArts	2		2			100%
Mathematics	6		6			100%
Political Science	2		2			100%
Psychology	1		1			100%
Social Studies	3		3			100%
Sociology	1		1			100%
Spanish	2		2			100%
Special Education	4		4			100%
Total	65		64	1		99%

### Analysis

From the data presented in the above table, 99% of the new hires received a rating of highly effective or effective by principals during the 2024-25 school year. School district evaluations indicate that UM-D completers are well prepared to meet the demands of the classroom including having a positive effect on student growth (Measure 1). School district evaluations also indicate that employers are satisfied with UM-D completers to meet the demands of the classroom including having a positive effect on student growth (Measure 2).