



**CAEP Accountability Measures
Alternative Route to Initial Teacher Certification Programs**

Measure 1: Completer Effectiveness and Impact on P-12 Learning & Development

**Michigan Department of Education Educator Effectiveness Ratings
2024-25**

The Michigan Educator Effectiveness data represents Schoolcraft College completers employed by a public or nonpublic school in the state of Michigan. Michigan Educator Effectiveness data is utilized to assess teacher impact on student learning outcomes by examining student growth and assessment. Michigan teachers are rated effective, developing, and needing support. The scores are based on both principal observation and impact on PK-12 student learning and growth based on state-wide testing, and in cases where that is not available, individual teacher assessment of their students based on State of Michigan standards.

These ratings demonstrate the Schoolcraft College completers positively impact the learning and development of PK-12 students because 20% of the ratings are based on student impact data from state-mandated testing and/or school district-approved assessments of PK-12 student learning outcomes. These ratings demonstrate employer satisfaction because the ratings are based on the employers' observation of teaching and learning (80%).

These ratings demonstrate that Schoolcraft College completers have the capacity to be hired into positions for which they are certified since the ratings come from the State of Michigan and teachers in the State of Michigan must be working in classrooms for which they are properly qualified and certified in order to receive a state rating.

Educator Effectiveness Rating	Experience Year 1 (N=13)	Experience Year 2 (N=20)	Experience Year 3 (N=5)
Effective	92%	90%	100%
Developing	7.7%	10%	0%
Needing Support	0%	0%	0%

Data Source: Office of Educator Excellence – MDE 2026