

**2020-2022 Academic Years**  
**Michigan Department of Education**  
**New Educator Effectiveness Ratings**  
 Received: 2023 via Michigan Department of Education

**Oakland University**

Table 1. Oakland University - New Educator Effectiveness Ratings

<b>Rating</b>	<b>Experience Year 1</b>	<b>Experience Year 2</b>	<b>Experience Year 3</b>
Highly Effective	17.1%	26.1%	32.1%
Effective	81.0%	72.6%	67.3%
Minimally Effective	1.7%	1.1%	0.6%
Ineffective	0.2%	0.2%	0.0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

*Most recent data received from the Michigan Department of Education: February 2023*

**Analysis:** The New Educator Effectiveness Scores are collected by the State of Michigan for our graduates in their first three years of teaching in Michigan public schools. 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 that OU graduates positively impact the learning and development of PK-12 students because 40% 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 (60%). These ratings also demonstrate that our completers are able to maintain employment over a three year period in districts and reach employment milestones such as three years of successful "effective" or "highly effective" ratings.

These ratings demonstrate that OU 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.

Oakland University graduates are overwhelmingly rated as Highly Effective and Effective in their first three years of teaching which demonstrates that our graduates have the skills and knowledge needed to be successful educators.