

2022-2023 Effectiveness Ratings for WMU Prepared Teachers
All Completers

Number and percent of WMU graduates rated at each effectiveness level
 by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	22	9%	35	21%	42	30%
Effective	203	86%	126	77%	95	67%
Minimally Effective	10	4%	3	2%	4	3%
Ineffective	0	0%	0	0%	0	0%
Total	235		164		141	
Combined percent rated effective or highly effective	96%		98%		97%	

Source: Michigan Department of Education

2022-2023 Effectiveness Ratings for WMU Prepared Teachers with
Early Childhood, Elementary Education, and Special Education Endorsements

Number and percent of WMU graduates rated at each effectiveness level
 by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	9	10%	12	19%	17	31%
Effective	74	83%	49	79%	33	61%
Minimally Effective	6	7%	1	2%	4	7%
Ineffective	0	0%	0	0%	0	0%
Total	89		164		141	
Combined percent rated effective or highly effective	93%		98%		93%	

Source: Michigan Department of Education

2022-2023 Effectiveness Ratings for WMU Prepared Teachers with
Secondary (6-12 and K-12) Endorsements

Number and percent of WMU graduates rated at each effectiveness level
 by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	4	4%	22	23%	24	28%
Effective	101	94%	72	75%	61	72%
Minimally Effective	2	2%	2	2%	0	0%
Ineffective	0	0%	0	0%	0	0%
Total	235		164		141	
Combined percent rated effective or highly effective	98%		98%		100%	

Source: Michigan Department of Education

2021-2022 Effectiveness Ratings for WMU Prepared Teachers

All Certificate Types

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	1	3%	17	17%	17	15%
Effective	35	92%	77	76%	91	82%
Minimally Effective	2	2%	7	7%	2	2%
Ineffective	0	0%	0	0%	1	1%
Total	38		101		111	
Combined percent rated effective or highly effective	95%		93%		97%	

Source: Michigan Department of Education

2021-2022 Effectiveness Ratings for WMU Prepared Teachers with

Elementary Base Certificates

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	1	6%	10	27%	7	17%
Effective	15	88%	24	65%	33	80%
Minimally Effective	1	6%	3	8%	1	2%
Ineffective	0	0%		0%	0	0%
Total	17		37		41	
Combined percent rated effective or highly effective	94%		92%		97%	

Source: Michigan Department of Education

2021-2022 Effectiveness Ratings for WMU Prepared Teachers with

Secondary Base Certificates

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	0	0%	7	12%	10	15%
Effective	20	95%	49	82%	55	82%
Minimally Effective	1	5%	4	7%	1	1%
Ineffective	0	0%	0	0%	1	1%
Total	21		60		67	
Combined percent rated effective or highly effective	95%		94%		97%	

Source: Michigan Department of Education

2020-2021 Effectiveness Ratings for WMU Prepared Teachers
All Certificate Types

Number and percent of WMU graduates rated at each effectiveness level
 by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	23	14%	22	19%	49	30%
Effective	137	85%	95	80%	106	67%
Minimally Effective	2	1%	1	1%	4	3%
Ineffective	0	0%	0	0%	0	0%
Total	162		118		159	
Combined percent rated effective or highly effective	99%		99%		97%	

Source: Michigan Department of Education

2020-2021 Effectiveness Ratings for WMU Prepared Teachers with
Elementary Base Certificates

Number and percent of WMU graduates rated at each effectiveness level
 by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	13	19%	9	17%	29	39%
Effective	55	80%	43	83%	43	58%
Minimally Effective	1	1%	0	0%	2	3%
Ineffective	0	0%	0		0	0%
Total	69		52		74	
Combined percent rated effective or highly effective	99%		100%		97%	

Source: Michigan Department of Education

2020-2021 Effectiveness Ratings for WMU Prepared Teachers with
Secondary Base Certificates

Number and percent of WMU graduates rated at each effectiveness level
 by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	10	11%	13	20%	20	24%
Effective	82	88%	52	79%	63	74%
Minimally Effective	1	1%	1	2%	2	2%
Ineffective	0	0%	0	0%	0	0%
Total	93		66		85	
Combined percent rated effective or highly effective	99%		99%		98%	

Source: Michigan Department of Education

2019-2020 Effectiveness Ratings for WMU Prepared Teachers All Certificate Types						
Number and percent of WMU graduates rated at each effectiveness level by years of teaching experience						
Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	8	7%	24	15%	44	26%
Effective	98	89%	135	83%	124	73%
Minimally Effective	3	3%	3	2%	1	1%
Ineffective	1	1%	1	1%	0	0%
Total	110		163		169	
Combined percent rated effective or highly effective	96%		98%		99%	

Source: Michigan Department of Education

2019-2020 Effectiveness Ratings for WMU Prepared Teachers with Elementary Base Certificates						
Number and percent of WMU graduates rated at each effectiveness level by years of teaching experience						
Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	3	6%	15	18%	18	20%
Effective	47	90%	67	81%	73	79%
Minimally Effective	2	4%	1	1%	1	1%
Ineffective	0	0%	0		0	
Total	52		83		92	
Combined percent rated effective or highly effective	96%		99%		99%	

Source: Michigan Department of Education

2019-2020 Effectiveness Ratings for WMU Prepared Teachers with Secondary Base Certificates						
Number and percent of WMU graduates rated at each effectiveness level by years of teaching experience						
Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	5	9%	9	11%	26	34%
Effective	51	88%	68	85%	51	66%
Minimally Effective	1	2%	2	3%	0	0%
Ineffective	1	2%	1	1%	0	0%
Total	58		80		77	
Combined percent rated effective or highly effective	97%		96%		100%	

Source: Michigan Department of Education

**2018-2019 Effectiveness Ratings for WMU Prepared Teachers
All Certificate Types**

Number and percent of WMU graduates in first 3 years of teaching in Michigan
rated at each effectiveness level by certificate type

Rating	Certificate Type					
	Elementary		Secondary		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	83	21%	72	23%	115	22%
Effective	303	76%	232	74%	535	75%
Minimally Effective	11	3%	9	3%	20	3%
Ineffective	0	0%	0	0%	0	0%
Total	397	100%	313	100%	710	100%
Combined percent rated effective or highly effective	97%		97%		97%	

Source: Michigan Department of Education

Note: The Michigan Department of Education changed the way they reported teacher effectiveness to EPPs for the 2018-19 school year. Therefore, we are unable to disaggregate data by years of teaching experience for 2018-19 as we have in previous years.

**2017-2018 Effectiveness Ratings for WMU Prepared Teachers
All Certificate Types**

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	19	8%	36	20%	51	24%
Effective	191	85%	141	78%	154	73%
Minimally Effective	13	6%	3	2%	6	3%
Ineffective	3	1%	0	0%	1	0%
Total	226	100%	180	100%	212	100%
Combined percent rated effective or highly effective	93%		98%		97%	

Source: Michigan Department of Education

**2017-2018 Effectiveness Ratings for WMU Prepared Teachers with
Elementary Base Certificates**

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	9	8%	20	22%	31	26%
Effective	98	83%	70	76%	85	70%
Minimally Effective	8	7%	2	2%	4	3%
Ineffective	3	3%	0	0%	1	1%
Total	118	100%	92	100%	121	100%
Combined percent rated effective or highly effective	91%		98%		96%	

Source: Michigan Department of Education

**2017-2018 Effectiveness Ratings for WMU Prepared Teachers with
Secondary Base Certificates**

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	10	9%	16	18%	20	22%
Effective	93	86%	71	81%	69	76%
Minimally Effective	5	5%	1	1%	2	2%
Ineffective	0	0%	0	0%	0	0%
Total	108	100%	88	100%	91	100%
Combined percent rated effective or highly effective	95%		99%		98%	

Source: Michigan Department of Education

**2016-2017 Effectiveness Ratings for WMU Prepared Teachers
All Certificate Types**

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	19	11%	31	17%	7	31%
Effective	144	86%	152	82%	103	67%
Minimally Effective	5	3%	2	1%	2	1%
Ineffective	0	0%	1	0%	1	1%
Total	168	100%	186	100%	113	100%
Combined percent rated effective or highly effective	97%		98%		98%	

Source: Michigan Department of Education

**2016-2017 Effectiveness Ratings for WMU Prepared Teachers with
Elementary Base Certificates**

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	9	11%	22	20%	31	35%
Effective	74	88%	84	78%	55	63%
Minimally Effective	1	1%	1	1%	2	2%
Ineffective	0	0%	1	1%	0	0%
Total	84	100%	108	100%	88	100%
Combined percent rated effective or highly effective	99%		98%		98%	

Source: Michigan Department of Education

**2016-2017 Effectiveness Ratings for WMU Prepared Teachers with
Secondary Base Certificates**

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	10	12%	9	12%	16	25%
Effective	70	83%	68	87%	48	74%
Minimally Effective	4	5%	1	1%	1	2%
Ineffective	0	0%	0	0%	0	0%
Total	84	100%	78	100%	65	100%
Combined percent rated effective or highly effective	95%		99%		98%	

Source: Michigan Department of Education

2015-2016 Effectiveness Ratings for WMU Prepared Teachers

All Certificate Types

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	24	12%	46	26%	48	28%
Effective	170	83%	128	71%	118	69%
Minimally Effective	10	5%	6	3%	4	2%
Ineffective	1	0%	0	0%	0	0%
Total	205	100%	180	100%	170	100%
Combined percent rated effective or highly effective	95%		97%		98%	

Source: Michigan Department of Education

2015-2016 Effectiveness Ratings for WMU Prepared Teachers with

Elementary Base Certificates

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	14	12%	25	24%	27	26%
Effective	100	83%	77	73%	76	72%
Minimally Effective	6	5%	3	3%	2	2%
Ineffective	0	0%	0	0%	0	0%
Total	120	100%	105	100%	105	100%
Combined percent rated effective or highly effective	95%		97%		98%	

Source: Michigan Department of Education

2015-2016 Effectiveness Ratings for WMU Prepared Teachers with

Secondary Base Certificates

Number and percent of WMU graduates rated at each effectiveness level
by years of teaching experience

Rating	Years of Teaching Experience					
	1 Year		2 years		3 Years	
	Number	Percentage	Number	Percentage	Number	Percentage
Highly Effective	10	12%	21	28%	21	32%
Effective	70	82%	51	68%	42	65%
Minimally Effective	4	5%	3	4%	2	3%
Ineffective	1	1%	0	0%	0	0%
Total	85	100%	75	100%	65	100%
Combined percent rated effective or highly effective	94%		96%		97%	

Source: Michigan Department of Education