

Satisfaction of employers

Alma College Graduates' Educator Effectiveness Scores for 2017-2018 from the MDE

The Michigan Department of Education (MDE) requires all public school teachers in their first three years of experience to be evaluated and rated with an Educator Effectiveness rating.* This rating is based on a combination of factors which must include classroom observations and student growth on statewide assessments. 25% of teacher evaluations (on which these effectiveness scores were based) was based on student growth and assessment data.

Each rating may also include factors such as attendance, classroom management, professional training and significant accomplishments or contributions to the school. These ratings provided to the MDE by principals demonstrate an indicator of employer satisfaction with new teachers from Alma College in their buildings.

Counts

Rating	Years of Experience		
	Year 1	Year 2	Year 3
Ineffective	1	0	0
Minimally Effective	1	1	2
Effective	19	19	6
Highly Effective	<u>4</u>	<u>4</u>	<u>4</u>
Total	25	24	12

Percents

Rating	Year 1	Year 2	Year 3
Ineffective	4%	0%	0%
Minimally Effective	4%	4%	16%
Effective	76%	79%	50%
Highly Effective	<u>16%</u>	<u>17%</u>	<u>33%</u>
Total	100%	100%	100%

*Some ratings here (17/61) represent scores of individuals from old programs or scores of individuals who may have left the state and returned to Michigan to teach after some years. The remaining 44 ratings represent certified completers from the F14-W15, F15-W16 and F16-W17 cycles.

During the institution's CAEP accreditation program process in 2019, reviews of all programs were conducted by the Michigan Department of Education Office of Educator Excellence: Professional Preparation Unit. The result of these State Program Reviews was: "Excellent MTTC and Effectiveness data overall." The completers from the F14-W15, F15-W16 and F16-W17 cycles completed under these programs.