

<b>Effectiveness Ratings for Teachers who Completed Additional Endorsements Programs at WMU And are Teaching in Those Endorsement Areas (2022-2025)</b>			
<b>*Rating</b>	<b>2022-23 (n=78)</b>	<b>2023-24 (n=62)</b>	<b>2024-25 (n=100)</b>
Highly Effective	42.31%	45.16%	
Effective	53.85%	51.61%	94.00%
Minimally Effective/Developing	3.85%	3.23%	6.00%
Ineffective/Needing Support	0%	0%	0%
<b>Combined Effective and Highly Effective</b>	<b>96.15%</b>	<b>96.77%</b>	<b>94.00%</b>

**Data Source:** Michigan Department of Education

\*With Public Acts 224 and 225 of 2023, the Michigan Legislature changed [the teacher effectiveness ratings](#) beginning July 1, 2024. Through June 30, 2024, there were four ratings: Ineffective, Minimally Effective, Effective, Highly Effective. Beginning July 1, 2024, there are 3 ratings: Needing support, Developing, Effective. The ratings are combined above where appropriate.

\*\* Through June 30, 2024, 40% of the effectiveness rating was based on “student growth” data. Beginning July 1, 2024, 20% of the effectiveness rating is based on “student growth” data.