

2024-25						
**Effectiveness Ratings for WMU Prepared Teachers						
(All Initial Program Completers)						
Years of Teaching Experience	1 Year		2 Years		3 Years	
Number of Rated Teachers	252		171		137	
*Rating	#	%	#	%	#	%
Effective	234	92.9%	159	93.0%	131	95.6%
Developing	15	6.0%	10	5.8%	5	3.6%
Needing Support	3	1.2%	2	1.2%	1	0.7%
Percent Effective	92.9%		93.0%		95.6%	

Data Source: Michigan Department of Education

2024-25						
**Effectiveness Ratings for WMU Prepared Teachers						
(Elementary, Early Childhood, and Special Education Program Completers)						
Years of Teaching Experience	1 Year		2 Years		3 Years	
Number of Rated Teachers	165		82		59	
*Rating	#	%	#	%	#	%
Effective	158	95.8%	77	93.9%	56	94.9%
Developing	7	4.2%	5	6.1%	2	3.4%
Needing Support	0	0.0%	0	0.0%	1	1.7%
Percent Effective	95.8%		93.9%		94.9%	

Data Source: Michigan Department of Education

2024-25						
**Effectiveness Ratings for WMU Prepared Teachers						
(Secondary Education—grades 6-12, K-12, and PK-12—Program Completers)						
Years of Teaching Experience	1 Year		2 Years		3 Years	
Number of Rated Teachers	86		88		78	
*Rating	#	%	#	%	#	%
Effective	75	87.2%	81	92.0%	75	96.2%
Developing	8	9.3%	5	5.7%	3	3.8%
Needing Support	3	3.5%	2	2.3%	0	0.0%
Percent Effective	87.2%		92.0%		96.2%	

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 three ratings: Needing support, Developing, Effective.

** 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.

2023-24 Effectiveness Ratings for WMU Prepared Teachers (All Initial Program Completers)						
Years of Teaching Experience	1 Year		2 Years		3 Years	
Number of Rated Teachers	202		118		107	
Rating	#	%	#	%	#	%
Highly Effective	38	18.8%	21	17.8%	30	28.0%
Effective	150	74.3%	93	78.8%	73	68.2%
Minimally Effective	12	5.9%	3	2.5%	4	3.7%
Ineffective	2	1.0%	1	0.8%	0	0.0%
Combined Percent Highly Effective or Effective	93.1%		96.6%		96.3%	

Data Source: Michigan Department of Education, 2023-24

2023-24 Effectiveness Ratings for WMU Prepared Teachers (Elementary, Early Childhood, and Special Education Program Completers)						
Years of Teaching Experience	1 Year		2 Years		3 Years	
Number of Rated Teachers	97		54		51	
Rating	#	%	#	%	#	%
Highly Effective	15	15.5%	10	18.5%	12	23.5%
Effective	72	74.2%	42	77.8%	36	70.6%
Minimally Effective	9	9.3%	1	1.9%	3	5.9%
Ineffective	1	1.0%	1	1.9%	0	0.0%
Combined Percent Highly Effective or Effective	89.7%		96.3%		96.3%	

Data Source: Michigan Department of Education, 2023-24

2023-24 Effectiveness Ratings for WMU Prepared Teachers (Secondary Education—grades 6-12, K-12, and PK-12—Program Completers)						
Years of Teaching Experience	1 Year		2 Years		3 Years	
Number of Rated Teachers	70		51		44	
Rating	#	%	#	%	#	%
Highly Effective	11	15.7%	6	11.8%	14	31.8%
Effective	56	80.0%	43	84.3%	29	65.9%
Minimally Effective	2	2.9%	2	3.9%	1	2.3%
Ineffective	1	1.4%	0	0.0%	0	0.0%
Combined Percent Highly Effective or Effective	95.7%		96.1%		97.7%	

Data Source: Michigan Department of Education, 2023-24

2022-2023 Effectivenss 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 Effectivenss 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 Effectivenss 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