

CEPI Helpful Hint: Educator Effectiveness

Educator Effectiveness is an evaluation label that all districts are required to give their educators and administrators on a yearly basis. Educator Effectiveness labels are required only in the End of Year (EOY) Registry of Educational Personnel (REP) Collection.

Why should I report Educator Effectiveness Labels?

The Revised School Code [380.1249 MCLA] requires that all districts develop and implement annual educator evaluations. These systems are locally determined and must include measures of growth in student achievement as a significant factor. Districts must use these systems to evaluate all educators and to assign an effectiveness label to each educator.

Educator Effectiveness labels are important when an educator is applying for an Advanced Professional Educator Certificate. For more information on how the Educator Effectiveness Labels impact Advanced Certificates, please review the [Educator Evaluations FAQs](#) published by the Michigan Department of Education.

Who is required to be reported with an Educator Effectiveness Label?

Public districts are required to report an EOY Educator Effectiveness label for all educators and administrators. It is optional for districts to report an Educator Effectiveness label for all other district employees. A list of instructional codes that are required to be reported with Educator Effectiveness Labels in the EOY REP Collection can be found on pages 90 and 91 of the [EOY 2018 REP Data Field Descriptions](#).

Nonpublic schools are not required to report Educator Effectiveness for any of their employees; however, they are able to assign labels to their employees who wish to advance their teaching certificates. Nonpublic schools will be able to assign labels to their employees for the past three years. The Educator Effectiveness labels for nonpublic school personnel can be added to personnel records during the Nonpublic School Personnel Report (NPSPR) Collection window, which is generally from September 1 through the first business day in December.

Where do I report the Educator Effectiveness Label in the REP or NPSPR?

The Educator Effectiveness Label is reported in Field 20 in the REP Collection.

Measurement Data	
(14) Gender:	<input type="text"/>
(9) Date of Hire:	<input type="text"/> / <input type="text"/> / <input type="text"/>
(26) Date of Termination:	<input type="text"/> / <input type="text"/> / <input type="text"/>
(25) Employment Status:	<input type="text"/> <input type="text"/>
(28) Full Time Base Annual Salary:	<input type="text"/>
(11) Title I and Title II, Part A Teachers:	<input type="text"/> <input type="text"/>
(20) Educator Effectiveness:	<input type="text"/> <input type="text"/>
(15) Racial/Ethnic Category	
American Indian or Alaska Native:	<input type="text"/>
Asian American:	<input type="text"/>
Black or African American:	<input type="text"/>
Native Hawaiian or Other Pacific Islander:	<input type="text"/>
White:	<input type="text"/>
Hispanic or Latino:	<input type="text"/>

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The Educator Effectiveness Rating is reported in Field 12 in the NPSPR Collection.

Measurement Data		
(12) Educator Effectiveness:		
2017-2018 School Year	<input type="checkbox"/> Employee held an instructional position during the 2017-2018 school year	Select a rating ▼
2016-2017 School Year	<input type="checkbox"/> Employee held an instructional position during the 2016-2017 school year	Select a rating ▼
2015-2016 School Year	<input type="checkbox"/> Employee held an instructional position during the 2015-2016 school year	Select a rating ▼

What are the policies for conducting reviews for employees?

For any policy questions regarding how to conduct reviews for employees, or how to choose an Educator Effectiveness Label for an employee who has not yet been formally reviewed, please review the [Educator Evaluations FAQs](#).

Educator Effectiveness Labels

Select one Educator Effectiveness label for each educator or administrator. The options are:

- 01: Highly Effective
- 02: Effective
- 08: Minimally Effective
- 03: Ineffective
- 09: Highly Effective Evaluation Exemption

To claim a Highly Effective Evaluation Exemption rating, the teacher or administrator must have been reported as Highly Effective on three consecutive annual year-end evaluations.

Educator Effectiveness Appeals Process

Appealing an inaccurate Educator Effectiveness Label

If an employee in a district has had an incorrect label reported for them, the district that originally reported the label may appeal the label and correct it, if it has been within the past five school years. This can only be appealed by the district that reported the label initially.

If an employee of a nonpublic school had an incorrect label reported for them, the nonpublic school that originally reported the label may appeal the label and correct it, if it has been within the past three school years.

The Educator Effectiveness Appeals Window runs from September 1 through the first business day in December of every year. You cannot update previous years' Educator Effectiveness labels outside of this window.

If a district or nonpublic school did not enter any Educator Effectiveness Label for the educator or administrator during a specific school year, it cannot be added or changed.

For instructions on how to update the Educator Effectiveness Label during the appeals window, please read the [Educator Effectiveness Appeals Process](#).

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Where will Educator Effectiveness Labels show?

The Educator Effectiveness label will show when educators or administrators log in to their account with Michigan Online Educator Certification System (MOECS). If the Educator Effectiveness Evaluation is not correct in MOECS, they will want to check with the applicable school district to see what they have reported in the EOY REP Collection for them.

Only instructional employees with an instructional assignment code and evaluation reported in the REP system will show an Educator Effectiveness label in MOECS. If an employee is non-instructional, they will not be able to see an Educator Effectiveness label in MOECS.

For further information on Educator Effectiveness, including a list instructional and non-instructional assignment codes, you can read the [EOY 2018 REP Data Field Descriptions](#) on pages 89-93.

If an educator was incorrectly coded with a non-instructional assignment code in the REP submission by a school district, there is no way to change the assignment code for that year, and the educator will not be able to see their Educator Effectiveness label in MOECS for that year.