

Effectiveness Ratings: Impact on Certification

[Public Act 173 of 2015](#), the new Michigan educator evaluation law, links some teacher certificate renewals and progressions to educator effectiveness ratings. These ratings are submitted by districts to the state using the Registry of Educational Personnel (REP). Beginning August 2016 educators will be able to view within their personal [Michigan Online Educator Certification System \(MOECS\)](#) account the ratings reported by their district to the state. It is vital that educators understand how these ratings impact the certifications that they hold.

PROVISIONAL TEACHING CERTIFICATE HOLDERS

TO RENEW THE PROVISIONAL: To obtain a renewal of the Michigan Provisional Teaching Certificate, effectiveness ratings are NOT used. Teachers may not apply for a renewal of their Provisional certificate until after January 1 of the year in which it expires. Please review the [Provisional Teaching Certificate renewal requirements](#) for more information.

Proposed Administrative Rule changes to the Teacher Certification Code would allow for indefinite renewal of the Provisional certificate. These changes are projected to be implemented in 2017.

TO PROGRESS TO THE PROFESSIONAL: To progress to the Professional Education Certificate, *effectiveness ratings WILL BE used beginning July 1, 2018*. Teachers who meet the [requirements for the Professional Teaching certificate](#) may apply for that certificate *at any time*.

Beginning July 1, 2018 Provisional Teaching Certificate holders will also need to meet the requirements set forth in [Michigan Compiled Law Section \(MCL\) 380.1531j](#):

- (a) The individual has successfully completed at least 3 full years of classroom teaching; and
- (b) The individual meets *either* of the following:
- 3 consecutive effective or highly effective ratings on his or her annual year-end performance evaluation under section 1249 for the school years immediately preceding his or her application; or
 - at least 3 nonconsecutive effective or highly effective on his or her annual year-end performance evaluation under section 1249 for school years prior to application and recommendation for the Professional Teaching Certificate from the chief school administrator of the school at which he or she is currently employed.

PROFESSIONAL EDUCATION CERTIFICATE HOLDERS

TO RENEW THE PROFESSIONAL: To obtain a renewal of the Michigan Professional Education Teaching Certificate, effectiveness ratings are NOT used. Teachers may not apply for a renewal of their Professional certificate until after January 1 of the year in which it expires. Please review the [Provisional Teaching Certificate renewal requirements](#) for more information.

TO PROGRESS TO THE ADVANCED PROFESSIONAL: Effective immediately, teachers choosing to progress to the [OPTIONAL Advanced Professional Education Teaching Certificate](#) (APC) must meet all professional learning requirements AND the effectiveness ratings requirements set forth in [Michigan Compiled Law Section \(MCL\) 380.1531k](#):

- Received highly effective ratings for 3 out of the 5 most recent end of school year annual evaluations under MCL 380.1249; and
- Not been rated ineffective within the 5 most recent end of school year annual evaluations under MCL 380.1249.

LIFE, 18-HOUR, 30-HOUR, AND PERMANENT CERTIFICATE HOLDERS

Effectiveness ratings are not needed by these certificate holders. If these certificate holders wish to obtain the OPTIONAL APC, they should note that doing so places them in the 5-year renewal process currently required for both the Professional and [APC](#) holders.

MULTIPLE EFFECTIVENESS RATINGS

If you have multiple ratings, including an ineffective rating, issued by a district in the three years prior to application, [law](#) states that it will not affect your progression if there are still effective ratings in the 3 consecutive years. Put simply, given multiple ratings for a single school year, it defaults to the higher rating.

However, progressing to an APC is slightly different. The [law](#) states that (in addition to other criteria) an individual must be "...rated as highly effective ...for 3 out of the 5 most recent school years [and]...has not been rated ineffective ...within the 5 most recent school years." An educator cannot progress to the APC if they have an ineffective rating. Put simply, given multiple ratings for a single school year, it defaults to the lower rating.

INEFFECTIVE OR MINIMALLY EFFECTIVE RATINGS

If you have an ineffective or minimally effective rating, your certification will only be impacted if you have not yet progressed to the Professional Education Certificate.

ADDITIONAL INFORMATION

For additional information on educator evaluations and ratings, please visit the [educator evaluations website](#) or email questions to MDE-EdEvals@michigan.gov.

For additional information on progression and renewal of educator certificates, please visit the [Office of Professional Preparation Services' website](#) or email questions directly to MOECSSupport@michigan.gov.

Guidance Documents:

[Effectiveness Ratings Report: How to Read It \(in MOECS\)](#)

[Action Required to Ensure Your State Evaluation Data is Accurate for Certificate Progression and Renewal](#)

[Memorandum Regarding Effectiveness Ratings Resources](#) –September 1, 2016