

**Baker College Teacher Preparation Program
Candidate and Graduate Performance Data
Initial Programs
2022-2023 Annual Report**

Measure 1: Completer effectiveness

The Michigan Department of Education provides effectiveness ratings data for the last three years of graduates. This data is generated from the 2019-2022 time frame. Some of the graduates had one year of data, some had two years of data, and some had three years of data depending on when they graduated. 98.8% of the graduates were rated as effective or highly effective, 0.01% were rated as minimally effective and no graduates were rated as ineffective.

Measure 2: Satisfaction of employers and stakeholder involvement
2021-2022 Administrator Survey

Category Summaries	State Average			Baker College		
	Efficacy1	Total N	%	Efficacy1	Total N	%
Instructional Strategies and Assessment	3283	3742	87.7%	53	55	96.4%
Meeting Student Needs	3457	3979	86.9%	61	62	98.4%
Technology	512	535	95.7%	8	8	100.0%
External Relationships	1495	1620	92.3%	24	24	100.0%
Professionalism	1507	1635	92.2%	22	24	91.7%

Measure 3: Candidate competence at completion
Michigan Test for Teacher Certification (MTTC)

Official Pass Rates from the Michigan Department of Education

	3 Year Cumulative Pass Rate		
	2017-2020	2018-2021	2019-2022
Baker College	85.2%	74%	66%
State of Michigan	89.9%	88.8%	85.2%

Measure 4: Ability of completers to be hired

	2018-19	2019-2020	2020-2021	2021-2022
Percent of Available Graduates Employed in Related Field	87.5%	90%	86.7%	100%
Percent of Available Graduates Continuing their Education	0.0%	0.0%	6.7%	0.0%
Available Graduates	N=31	N=19	N=15	N=17

Reflections

Baker College's Teacher Preparation program presents the following reflections based on the most recent data. Effectiveness ratings for graduates within the past three years remain high at 98.8%. Only one graduate was rated as minimally effective. We will reach out to this graduate and offer coaching. Baker College's Administrator Survey responses demonstrated overall positive efficacy. Baker's scores were higher than the state average in almost every category. We have an opportunity to continue supporting graduates in their first years of service. Pass rates for the Michigan Test for Teacher Certification (MTTC) are below the state average. We are considering ways to increase score pass rates. For example, hosting Pass Nights or grouping students into study groups could help. Baker College is proud that 100% of available graduates are employed in related fields. Efforts to increase MTTC pass rates would allow more graduates to enter the workforce. This would be a positive consideration for Baker College.