



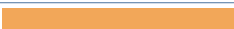



Michigan

School Management	C	
Finance	B	
Staffing: Hiring & Evaluation	C	
Staffing: Removing Ineffective Teachers	C	
Data	D	
Pipeline to Postsecondary	B	
Technology	C	
State Reform Environment	?	
Gold Stars		

School Management. Michigan does an average job managing its schools in a way that encourages thoughtful innovation. Eighty-nine percent of teachers report that routine duties and paperwork interfere with their teaching. However, the state sanctions low-performing schools and provides rewards to high-performing or improving ones.

Finance. Overall, Michigan earns a good grade in this category. While the state gets a very low mark for the online accessibility of its financial data, it receives an excellent score for the simplicity of its state funding mechanism. Districts in the state also have full authority over teacher pay.

Staffing: Hiring & Evaluation. Michigan receives an average mark for its teacher hiring and evaluation system. Only 4% of teachers enter the profession through an alternative certification program, compared with the national average of 13%. But Michigan requires incoming teachers to pass basic skills and subject-knowledge tests.

Staffing: Removing Ineffective Teachers. Michigan receives a mediocre score on the ability to remove poor-performing teachers from the classroom. Seventy-five percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, 14 percentage points higher than the national average of 61%. In addition, 80% of principals report that tenure is a barrier to removing poor-performing teachers.

Data. Michigan gets a disappointing mark for its state data system. The state does not have a P-20 longitudinal data system and does not provide educators with access to an interactive school-level database for analysis.

Pipeline to Postsecondary. Michigan receives a solid mark for its efforts to improve college and career readiness. Seventy-seven percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. This is 12 percentage points above the national average of 65%. In addition, Michigan has high school exams that gauge college and career readiness.

Technology. Michigan receives a middling grade in this category. Although the state has established a virtual school, it does not require technology testing for teachers. Michigan also needs to significantly improve how it evaluates its return on investments in technology.

State Reform Environment. There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, Michigan factors a reliable graduation rate into its accountability system and supports common academic standards.
