



OAG

Office of the Auditor General

Report Summary

Performance Audit

Office of Educator Excellence (OEE)

Michigan Department of Education (MDE)

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MDE established OEE to support the educational achievement of all Michigan youth by ensuring that educators complete quality preparation and professional development programs that meet standards required by State law and the State Board of Education. OEE is responsible for issuing certificates, licenses, authorizations, and permits to Michigan's educators in compliance with State law and the *Michigan Administrative Code*. State law also sets forth requirements for school districts to adopt and implement a performance evaluation system for all teachers and school administrators, and OEE is responsible for implementing the legislation. During school year 2017-18, approximately 102,000 teachers and 12,000 school administrators worked in Michigan schools. OEE's appropriations totaled \$5.7 million and \$5.6 million for fiscal years 2018 and 2019, respectively, and OEE had 42 employees as of September 30, 2019.

Audit Objective			Conclusion
Objective #1: To assess the effectiveness of OEE's efforts to ensure that certificates, licenses, authorizations, and permits are only issued to educators who comply with State requirements.			Moderately effective
Findings Related to This Audit Objective	Material Condition	Reportable Condition	Agency Preliminary Response
Nearly 40% of sampled teachers could not provide support for the education-related professional learning hours they had claimed for their teaching certificate renewals (Finding #1).	X		Agrees

Audit Objective			Conclusion
Objective #2: To assess the sufficiency of OEE's oversight of required district provided professional development and mentoring for teachers.			Not sufficient
Findings Related to This Audit Objective	Material Condition	Reportable Condition	Agency Preliminary Response
Less than half of sampled school districts could support that they provided teachers with all required professional development, and many could not support that required mentors were assigned to new teachers and long-term substitute teachers (Finding #2).	X		Agrees

Audit Objective			Conclusion
Objective #3: To assess the sufficiency of OEE's oversight of required evaluations for teachers and school administrators.			Sufficient, with exceptions
Findings Related to This Audit Objective	Material Condition	Reportable Condition	Agency Preliminary Response
Among other deficiencies, school districts were unable to demonstrate that the required classroom observations were performed for over 20% of the annual teacher performance evaluations reviewed, and over 35% of the evaluations lacked specific performance goals for the evaluated teacher (<u>Finding #3</u>).	X		Agrees

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