

Registry of Educational Personnel

REP Training Session

Spring 2023



CENTER FOR EDUCATIONAL
PERFORMANCE AND INFORMATION



Objectives

Updates: Recent and Coming Changes

Getting Started with CEPI and REP

EOY 2023 Important Dates

Connecting Students to Teachers (TSDL)

Best Practices: Reports

Contacting CEPI:

- CEPI Customer Support:
 - Phone: 517-355-0505 x3
 - Email: cepi@michigan.gov
- Watch the CEPI Announcements closely
 - Pro Tip: CEPI Announcements are targeted to the users with content included in the message. If you are receiving the CEPI Announcement, there is something in there for you!
- www.michigan.gov/cepi updates

What is the REP?

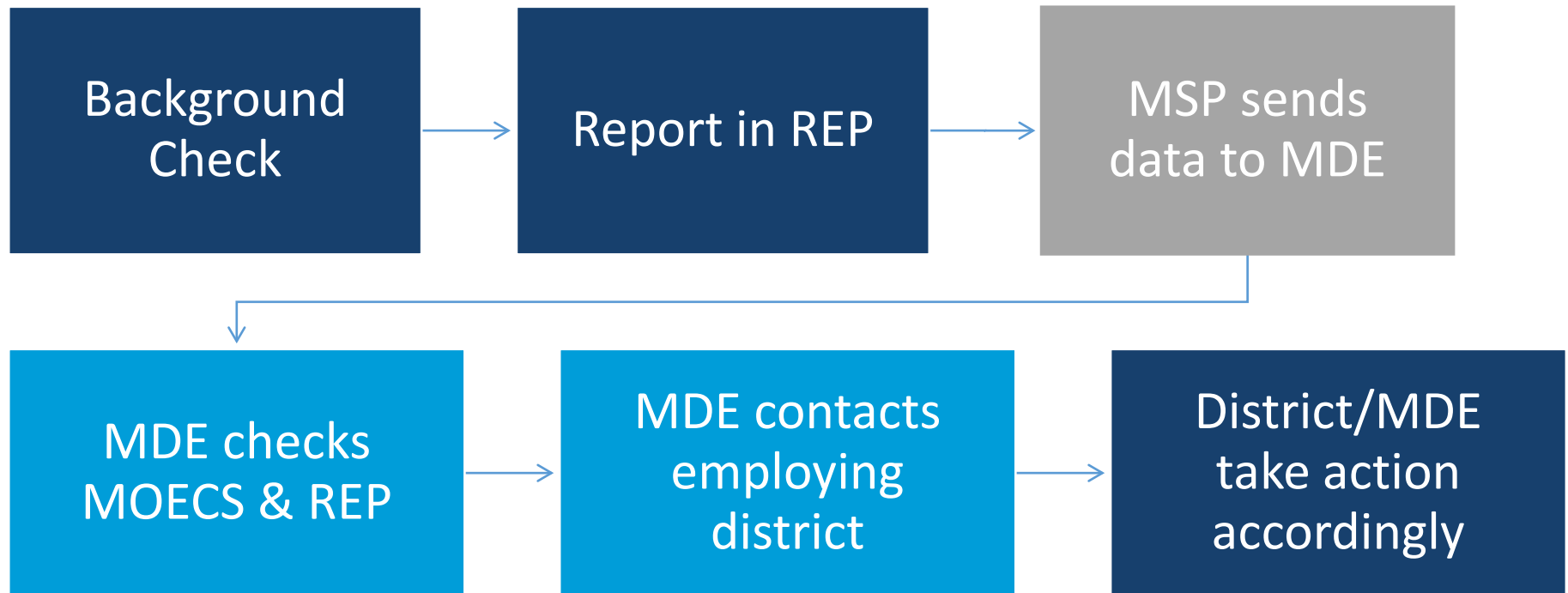
- Comprehensive database of all educational personnel in the State of Michigan
- Primary source used by the state to meet state and federal reporting requirements



Why is REP Important?

- School safety reporting for educational personnel
- Credential progression
- Understanding workforce trends
 - Retention, Mobility, Vacancies
 - Informs statewide initiatives and used to support districts in individual efforts
- Accountability systems for K-12 schools and Educator Preparation Providers
- Used to avoid time-consuming investigations around compliance with Michigan and Federal statute

School Safety/RAPback Overview



REP Resources

⊕ Manuals

⊗ Help and Training

- [Best Practices for REP and TSDL Reporting](#)
- [Calculating the Number of Core Academic Classes Taught](#)
- [MDE Office of Educator Excellence](#)
- [MDE Permits and Placement Guidance](#)
- [Michigan Online Educator Certification System](#)
- [MOECS Effectiveness Rating Training for Districts Webinar](#)
- [Professional Learning Resources](#)
- [REP Data Certification Video Tutorial](#)
- [REP FAQs](#)
- [REP Glossary](#)
- [REP New User Guide](#)
- [SCED V6 REP Crosswalk](#)

⊕ Technical Material

REP Resources

✕ Manuals

- [Fall 2021 REP Data Field Descriptions](#)
- [EOY 2021 REP Data Field Descriptions](#)
- [Educator Effectiveness Appeals Process](#)
- [Personnel Search User Guide](#)
- [REP On Demand User Guide](#)
- [REP Report User Guide](#)
- [REP User Guide](#)

⊕ Help and Training

⊕ Technical Material

Field 10: Breakdown of Field Placements

Assignment Number	Characteristic	Position Number
Assignment 1:		
	School/Facility Number (NNNNN)	172-176
	Assignment (NNNAA, AANAA or NNNNN)	177-181
	Grade-Level/Educational Setting (Integer)	182-203
	FTE (N.NN)	204-207
	Wage (NNN.NN)	208-213
	Accounting/Function Code	214-216
	RESERVED- PAD WITH BLANK	217
	RESERVED- PAD WITH BLANK	218
	RESERVED- PAD WITH BLANK	219
	RESERVED- PAD WITH BLANK	220
	Number of Core Academic Classes Taught (N)	221

Fixed file format:

All records in the personnel database submitted by districts must conform to the following ASCII record layout, i.e., files must have 751 characters in a fixed record length with data variables conforming to the following specifications:

Personnel Information

Position in Record	Size in Bytes	Field #	Field Name	Data Type/Specification
001-010	10	1	Reserved	Pad with Blanks
011-012	2	2	Operating ISD/ESA Number	Character
013-017	5	3	Operating District Number	Character
018-057	40	4	Last Name	Alpha
058-097	40	5	First Name	Alpha
098-137	40	6	Middle Name	Alpha
138-146	9	7	Social Security Number	Integer
147-161	15	8	Credential License Number	Alphanumeric
162-171	10	9	Date of Hire	Date, with slashes
172-621*	450	10*	School Assignment Data: School, Assignment, Grade or Educational Setting, FTE, Wage, Accounting/Function Code, Number of Classes Taught, reserved characteristics	Character

When is REP data collected?

Fall

Opens:

September 1

Certification:

First business
day in
December

REP On-Demand

Opens:

late
December and
Early August

Optional data
submission
between official
collection windows

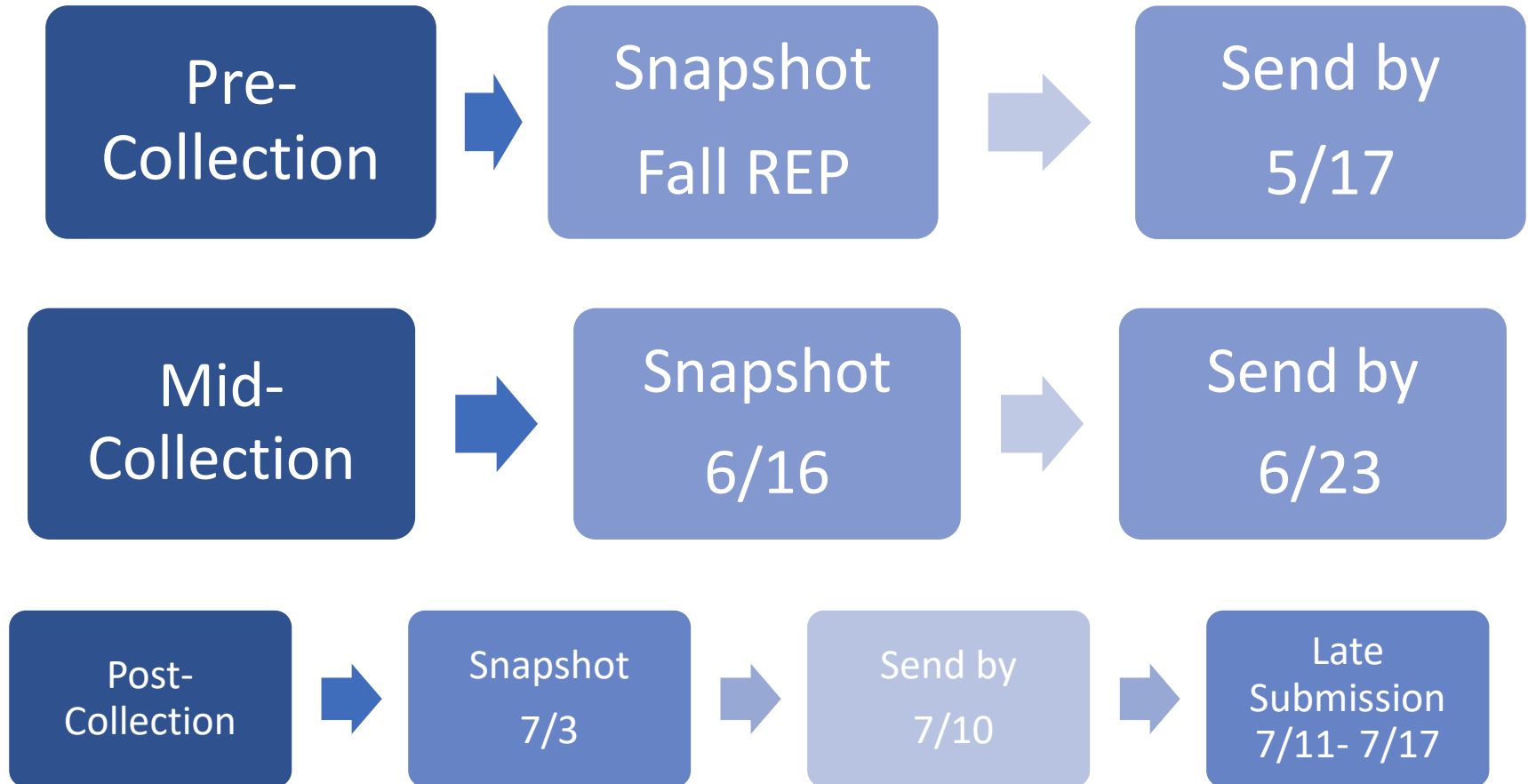
End of Year

Opens: April
1

Certification:

Last business
day in June

EOY 2023 REP DQ Timelines



Coming Soon:



Michigan
Online Registry
for Educators

- Replacement to MOECS and REP systems
- Benefits:
 - Create closer integrations with system and business processes
 - Improve identity matching within staffing data and across data systems
 - Streamline and reduce data burden for school districts
 - Streamline the certification process, remove data duplication
 - Increase data transparency

EOY 2023 Updates

- Educator Effectiveness Rating Requirement – ratings are now requirement for 00280 Homebound/Hospitalized.
- New Teacher Professional Development – Created an “Other” category in order to provide hours for teachers’ professional development that does not fit Classroom Management or Instructional Delivery.

Focused DQ Reports

- No Superintendent Reported
 - The Superintendent is indicated by reporting the Administrator Assignment Code Title and Function of 70x00: Chief Administrative Officer of District/ISD.
- No Building Level Principal Reported
 - The Principal is indicated by reporting the Administrator Assignment Code Function of 73x01: School Management (e.g., administrator, principals and others in management roles).
- Vacant Position Summary



Reporting Issues

- Vacant Position Reporting:
 - Vacant/Funded positions should be reported as a Funded Position Status of 1.
 - If position is filled during the REP collection window, the assignment can be reported with a Date of Hire, and Date of Termination within the same collection (i.e. late hires into the school year)
 - It is important to think of the vacancies as assignments, rather than individuals
- Reporting ALL staff:
 - Contracted Staff who are regularly and continuously employed within the school district should be reported with accurate Assignment Code data for the position they are filling.
 - Includes Virtual TORs, if provided by the third-party virtual vendor
- Teacher Mobility:
 - Field 25: Employment status termination codes suggest an over reporting of “other”
 - Whenever possible use one of the more specific leave codes for employee departures

Who Must be Reported?

- MCL [380.1230e](#):
 - Required to report all individuals who are employed by a school district, ISD, PSA or nonpublic school assigned to a **regular and continuous** contract
 - Includes all school property (i.e., school bus, food service, classroom, administrative services, etc.)
 - Includes educators provided by third party vendor (virtual educators)
 - Includes Student Teacher Interns (00STU)
 - Pre-service teachers in their last placement prior to certification

Who is NOT Reported in the REP?

Individuals that work
on an intermittent or
sporadic basis






May include:

- The local furnace repair man who comes every year
- The DJ that hosts every school dance/party that plays all the kids' favorite jams
- The band booster parent who coordinates all fundraising events for the school band

Updating Records

Icon Legend

-  Personnel record updated for the submission cycle.
-  Personnel record updated with errors for the submission cycle.
-  Personnel record not updated for the submission cycle.

- All records start with the red “not updated” status
 - Records terminated in the previous collection will not be pulled into the next collection
- Throughout the collection, records may be saved with errors*
 - For example, if adding a new hire in January, you should not have a value for Field 20: Educator Effectiveness, this may be left blank, and will save with an error
- All records must be updated and error-free for certification to become available

**some exceptions apply*

Fatal Errors

- Not all data with errors can be saved, if Fatal Errors exist, the record will **not** be saved/updated
- The fields that will result in Fatal Errors are the fields required for Assessment and Michigan State Police to be able to utilize the data
- Records that contain Fatal Errors will remain in the red “X” status

Field 27: PIC

Field 5: Last Name

Field 4: First Name

Field 6: Middle Name

Field 13: Date of Birth

Field 14: Gender

Field 7: Social Security Number

Field 8: Credential License
Number

Field 25: Employment Status



Field 9: Date of Hire

Field 26: Date of Termination (if
applicable)

Field 10: Characteristics: School
Code and Assignment

Bulk File Submission-Fatal Error Report

- If Fatal Errors are present in your bulk file, the records will not be updated in your Personnel Master.
- Click the Date/Time stamp for the file you are reviewing
- If a fatal error is present on a record, that record is not updated.
- Any records not containing fatal errors will be updated in the Personnel Submitted roster.


Center for Educational Performance & Information


[Michigan.gov Home](#) | [CEPI Home](#) | [Main Menu](#) | [FAQ](#) | [User's Guide](#) | [Teacher Verification](#) | [Contact CEPI](#) | [Logout](#)

REP | Bulk File Status

File Status

- **Queued** means that your file has been received and is awaiting processing.
- **Processing** means that your file is currently being processed.
- **Completed** means that your file has been processed and you can review your file status report by clicking on the date and time the file was uploaded.

Example of a Queued or Processing file:
6/17/2006 2:30 PM

Example of a Completed file:
6/17/2006 2:30 PM

Filter Results

Search for uploaded files using the criteria below:

District:

MILoginId:

View Your Bulk Upload File

The table below lists the dates and times that your district has uploaded a file via the REP Bulk Submission. It also lists the status of each of those files. After the file has finished processing, the date and time will become an active hyperlink (blue text).

1. Click on the hyperlink to retrieve your REP Error Report. Two options are available for reviewing the file:
 - Choose "Open" to view the file in your default application for reading text files (e.g., Notepad).
 - Choose "Save" to save the text file to your hard drive.
2. If your report lists records with errors, correct your source file and re-upload.
3. If the report for your batch is error-free, you will see the following message: *"NO ERRORS FOUND. All records submitted in this file have been successfully processed and saved. YOUR REP SUBMISSION IS NOT COMPLETE until you review your 'Personnel Submitted Report.'"*
4. Access your **Personnel Submitted** from the REP Main Menu and verify that all records (new and previously submitted) have been updated.

Date Uploaded	District	MILogin Account	Uploaded By	File Size	Download
10/7/2020 12:44:21 PM	45010			135931	Completed
10/7/2020 9:52:29 AM	45010			123915	Completed
10/7/2020 9:23:28 AM	45010			123915	Completed

--- Beginning of Results ---

Fatal Error:

[Validation Failed] The social security number submitted does not match the social security number for the credential submitted.

Error:

[Field 8] The Credential License Number that was submitted is expired or is not valid

---Number of Fatal Errors Found in Record: 1

---Number of Errors Found in Record: 1

---Number of Warnings Found in Record: 0

Error Details on Personnel Submitted Page

When submitting a record online, you will see Fatal Errors, Errors and Warnings on the submission screen

(1) Date of Count: 6/30/2017
(2) ISD/ESA: XYZ ISD (12)
(3) District: ABC School (12345)
Last Updated: 12/21/2016 via Single Submission

Options: Use Day-to-Day SUB/PAR form



PIC 12345 (Smith, John) was not submitted.

Fatal Errors

Your record has not been saved. Please correct all fatal errors in order to save this record.

- [Field 10] The School Code in School Assignment #1 is missing.
- [Field 5] First Name, a required field, is missing.

Errors

- [Field 20] Educator Effectiveness must be submitted for the assignment code reported in Field 10 (School Assignment Data).

Warnings

Warnings do not affect the submission status of the record. However, if any warnings are listed below, please review and verify the results.

- No warnings were found

How to Certify REP Data

- Certification is available from the main REP page within the application for 1 month approaching the REP submission deadline
 - Nov. 1 - Dec. 1
 - May 30 - June 30

Welcome to the Registry of Educational Personnel

No Entity Selected

Set/Change Entity:

[Go to Nonpublic School Personnel Report](#)

Data Submission

To submit and update personnel data, select from the following:

- [Online Single Submission](#)
- [Bulk Upload File Submission](#)
- [Bulk File Submission Status](#)
- [Personnel Submitted](#)

Data Certification

To certify data, select the following function:

- [Data Certification](#)



Personnel Search

To search for a PIC or to request a new PIC, select the following:

- [Personnel Search](#)

Public School District

Last Change: Certified on 10/4/2017 3:01:46 PM by Caitlin Groom ←

Records updated and error free this submission cycle (✓):	1
Records updated with errors for this submission cycle (⚠):	0
Records not updated this submission cycle (✗):	0

Data Certified Successfully! ←

- After you click the “Certify” button, you will see changes on the page:
 - Successful certification message
 - Last Change will denote when and what the last certification status was
 - The certify button will become a “decertify” button
- Your submission will become Read Only, and no changes may be made until the collection has been decertified.

Questions?



Connecting Students with Teachers

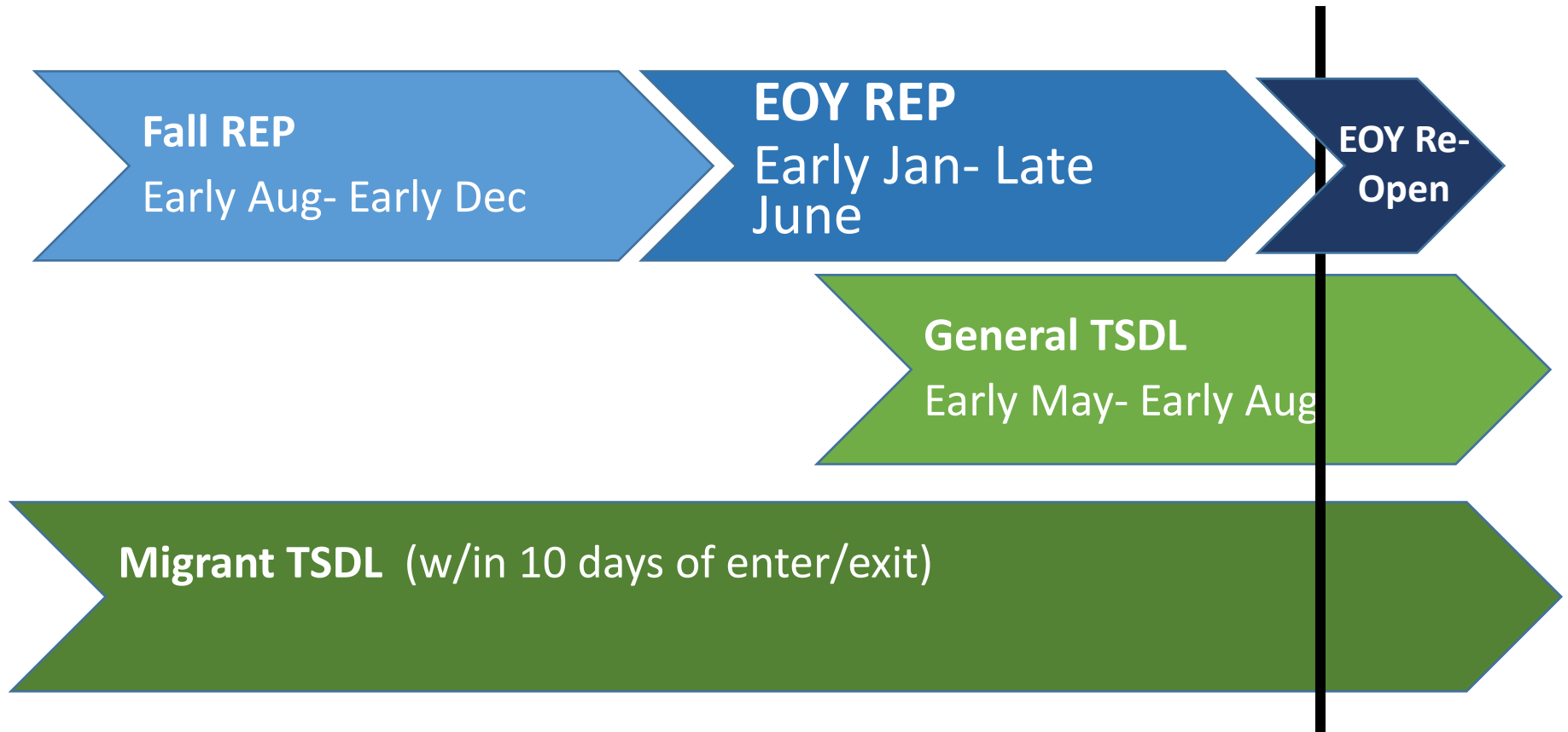
- **General TSDL:** ALL students must be reported with full course roster in TSDL
 - All actively enrolled students with or without FTE
 - Includes Grade 14- Special Ed Transition
 - May include Grade 30
- **Migrant TSDL:** Migrant students within 10 days of entering/exiting
 - Do not duplicate in General TSDL

How does the TSDL Affect Me?

- District data TEAM
 - Includes REP and MSDS users
- A TOR PIC on every Course Record
 - No PIC on Dual Enrollment/College Credit
- Accurate REP Assignment data critical for alignment
- Data Quality checks for TSDL will include REP data
 - This ensures that teachers are correctly connected between systems



Collection Timelines



TSDL Student Course Component

Submitting Entity: Haslett Public Schools (33060)
Collection: Migrant Teacher Student Data Link 2019-2020
PEPE District: Haslett Public Schools (33060)
PEPE Building: Haslett Middle School (01604)

*Last Name: Groom
Last Name Suffix:
Middle Name:
*First Name:
*Date of Birth:
*Gender: F - Female
Multiple Birth Order: 0
*UIC:

School Demographics	Student Course
*SubjectAreaCode:	02-Mathematics
CourseIdentifierCode:	008
*LocalCourseId:	ADVA1g1
*LocalCourseTitle:	Algebra 1
CourseSectionID:	
MSIXCourseSectionID:	Please Select
*CourseType:	01-Regular
Eligible64bCourse:	Select Yes/No
AcademicYear:	2019-2020-SY2019-2020
CreditsGranted:	
CourseGrade:	
*CompletionStatus:	CP-Completed/Passed
MSIXClockHours:	
College Credit:	
PIC:	+ 752123
Virtual Method:	Please Select
Mentor PIC:	+

Pupil Accounting Manual

- **Teacher of Record:**

- The teacher of record is an instructor who is responsible for providing instruction, determining instructional methods for each pupil, diagnosing learning needs, assessing pupil learning, prescribing intervention strategies, reporting outcomes, and evaluating the effects of instruction and support strategies. As Section 1231 of the Revised School Code (MCL 380.1231) applies, the teacher of record shall be employed by the district.
- **Assignment Code: Content specific (000AX-00599)**

- **Mentor:**

- A professional employee of the district, who monitors the pupil's progress, ensures the pupil has access to needed technology, is available for assistance, and ensures access to the teacher of record. A mentor may also serve as the teacher of record if the mentor meets the definition of a teacher of record.
- **Assignment Code: 00379- Virtual Mentor**

- **MDE - Permits and Placement (michigan.gov)**

Instructional Staff and Educators

- [Public Act 165 of 2020](#) amended the definition of “class” to include grade level and content endorsements:
 - **Appropriately placed** educator **must** be assigned as the TOR for each course claimed for FTE credit
 - TOR **must** be reported with the content specific assignment code in REP collection for **each district claiming student FTE** for the courses.
- Virtual courses may require Virtual Mentor
- The June 10 [Michigan Department of Education Memo](#) details requirements and FAQs.

Who is the Teacher of Record?

Day-to-Day Subs

- Less than 90 days and filling in for an assigned teacher
- 00SUB

Long-Term Placements

- Report as Teacher of Record

TOR REP:

- Field 10 content specific assignment code for EACH course (000AX-00599)

TOR TSDL:

- PIC of TOR required for each Student Course
- Exception- Dual Enrollment

Tips for Success- Fall REP Submission

- Utilize **Crosswalk** locally for each term/semester
- Review Fall REP data for **assignment accuracy**
 - ***Recommended Report: Detailed Assignment Code Summary Report***
- Ensure all **new staff** have been appropriately entered
 - ***Recommended Report: New, Existing, Terminated Staff Report***
- Ensure **leave codes** are appropriately updated
- Ensure all **contracted staff** are included in your report

Tips for Success- EOY Reporting

- Submit TSDL data early in the reporting window
 - ***Recommended Report:*** *TSDL Student Roster report for comparison to REP submission*
- Submit EOY REP data early in the reporting window
 - ***Recommended Report:*** *Detailed Assignment Code Summary review for accuracy of assignment codes and full staff reporting*
 - Ensure **all classes** the teacher was acting as TOR for are reported
- Review and share **[TSDL and REP Best Practices](#)**

Data Quality Checks

- **Employee Level:**

- TOR not reported in REP
- TOR terminated prior to SY
- TOR only reported as on Loan/Leave

- **Assignment Level:**

- TOR in TSDL, not in REP
- Mentor in REP, not a Mentor in TSDL
- Mentor in TSDL, not a Mentor in REP

- **Course to Assignment Level:**

- SCED does not match on **subject** or **course** to REP Assignment Code

Pro-Tip: Start Early!

- Completing and reviewing the REP Crosswalk prior to the Fall REP submission will create better alignment without effort at TSDL submission
- Alignment review can be completed prior to TSDL submission to avoid issues
- Take advantage of ALL DQ cycles to avoid reopens

Sensitivity: Internal Data (Standard State Data)

REP Assignment Code to SCED Course Code Crosswalk
2019-2020 School Year

SCED	SCED Subject Code	SCED Subject Description	SCED Course Code	SCED Course Title	SCED Description	REP Assign Code 1	REP Assign Desc 1	REP Assign Code 2	REP Assign Desc 2
01009	01	English language and literature	009	Language Arts Laboratory	Language Arts Laboratory courses provide instruction in basic language skills, integrating reading, writing, speaking, and listening, while placing great emphasis on the progress of individual students. Course content depends upon students' abilities and may include vocabulary building, improving spelling and grammar, developing writing and composition skills, reading silently or aloud, and improving listening and comprehension abilities.	000BA	English	000BX	Language Arts

Example of Alignment

- A student is taking Environmental Science at the high school
- The teacher instructs 4 classes of Environmental Science and 1 class of Energy and the Environment
- Use the REP Crosswalk to determine the appropriate SCED and Assignment

Example: Crosswalk

SCED	SCED Subject Code	SCED Subject Description	SCED Course Code	SCED Course Title	SCED Description	REP Assign Code 1	REP Assign Desc 1
03003	03	Life and Physical Sciences	003	Environmental Science	Environmental Science courses examine the mutual relationships between organisms and their environment. In studying the interrelationships among plants, animals, and humans, these courses usually cover the following subjects: photosynthesis, recycling and regeneration, ecosystems, population and growth studies, pollution, and conservation of natural resources.	000DA	Biology
03012	03	Life and Physical Sciences	012	Energy and the Environment	Energy and the Environment courses expose students to the scientific principles associated with energy transformation, collection, extraction, transmission and storage. Course content may emphasize energy's significance in society and the effects of its use on the environment. Topics may include the distribution, availability, patterns of use, and environmental impacts of energy resources.	000DX	Science

Example: REP Assignment

PIC: 1234

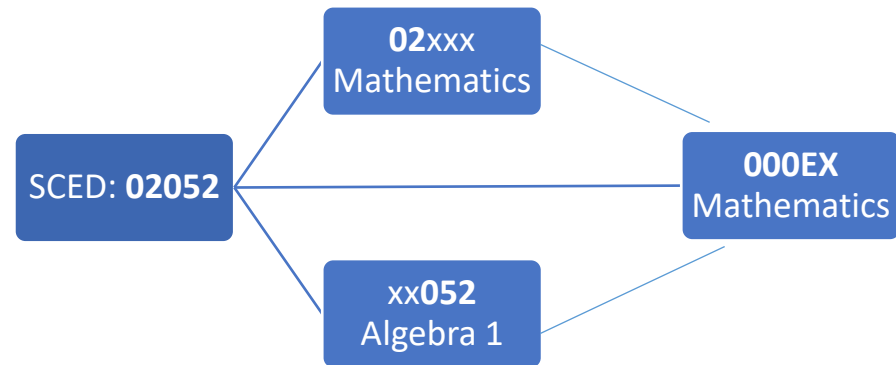
School Assignment Data						Add Assignment:	Full	ADD
(10) School Assignment #1 (Remove)								
School Code:	Grade Assignment:	FTE:	Hourly Wage:	Function Code:	Classes Taught:			
06207	DK <input type="checkbox"/> K <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input checked="" type="checkbox"/> 10 <input checked="" type="checkbox"/> 11 <input checked="" type="checkbox"/> 12 <input checked="" type="checkbox"/>	0.80		113	4			
Assignment:	Educational Setting:							
000DA								
(10) School Assignment #2 (Remove)								
School Code:	Grade Assignment:	FTE:	Hourly Wage:	Function Code:	Classes Taught:			
06207	DK <input type="checkbox"/> K <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input checked="" type="checkbox"/> 10 <input checked="" type="checkbox"/> 11 <input checked="" type="checkbox"/> 12 <input checked="" type="checkbox"/>	0.20		113	1			
Assignment:	Educational Setting:							
000DX								

Example: Student Course

*SubjectAreaCode:	03-Life and Physical Sciences
CourseIdentifierCode:	003
*LocalCourseId:	1203
*LocalCourseTitle:	EnviroBio
CourseSectionID:	003
MSIXCourseSectionID:	01-Full Year
*CourseType:	01-Regular
Course Funding Program:	Please Select
AcademicYear:	2020-2021-SY2020-2021
CreditsGranted:	1
CourseGrade:	4.0
*CompletionStatus:	CP-Completed/Passed
MSIXClockHours:	
College Credit:	
Teacher of Record PIC:	+ 1234
Virtual Method:	NV-Not Virtual
Virtual Course Mentor PIC:	+

Course to Assignment Checks

- School Course for Exchange of Data does not match on **subject** to REP Assignment Code
- SCED does not match or **course** to REP Assignment Code



- **How to Validate:**
 - Use the **Crosswalk**
 - **TSDL- Student Roster Report**
 - Filter to either SCED or PIC
 - **REP- Detailed Assignment Code Summary**
 - TOR should be reported with recommended assignment in Fall and/or EOY REP

Questions?



REP System Reports

- Available for current and previous submissions
- Reports are available in PDF, Excel and View Direct format
- Reports can be saved locally or printed for historical reference
- Review of reports to perform high level checks
 - Use of local system and info
- Data quality checks can be validated

Reports

To view a report or download personnel data, select from the following options:

- [Complete Summary by District](#)
- [Download REP Data File](#)
- [Employee Listing by District](#)
- [REP Submission Reports](#)

Help Us, Help You- Data Quality

- **District Level:**

- No Staff or High Count of Staff at Admin Unit (00000)
- No Superintendent Reported (70x00)
- EE Related (All Teachers/Admin Highly Effective, etc.)
- Termination Codes

- **Building Level:**

- No Instructional Staff at School
- No Staff at Open Building
- Building Code in Other District
- Staff Reported w/ Grade not in EEM
- No Principal Reported (73x01)
- K-8 w/out Library Media and/or PE/Arts

Help Us, Help You- Data Quality Cont.

- **Individual Level:**

- Assignment Code and Grade/Ed Setting do not match
 - For example: Early Childhood Assignment with Grades 5, 6, 7
- Highest Educational Level not Bachelor's Degree (for instructional staff)
- Persistently Invalid Credential
- 000ZG w/ <1 Class Taught



Before Certifying, Have You...

- Cleared all record errors, and updated all existing records
- New staff, terminations, leave codes updated
- Reviewed the Detailed Assignment Code Summary for:
 - FTE/Headcount by building
 - Instructional Staff have ALL content areas reported
- Run Personnel Assigned to School/Facility in Another District Report
- Reviewed DQ alerts
- Add, terminate, update Vacant Positions

Detailed Assignment Code Summary

FALL 2017

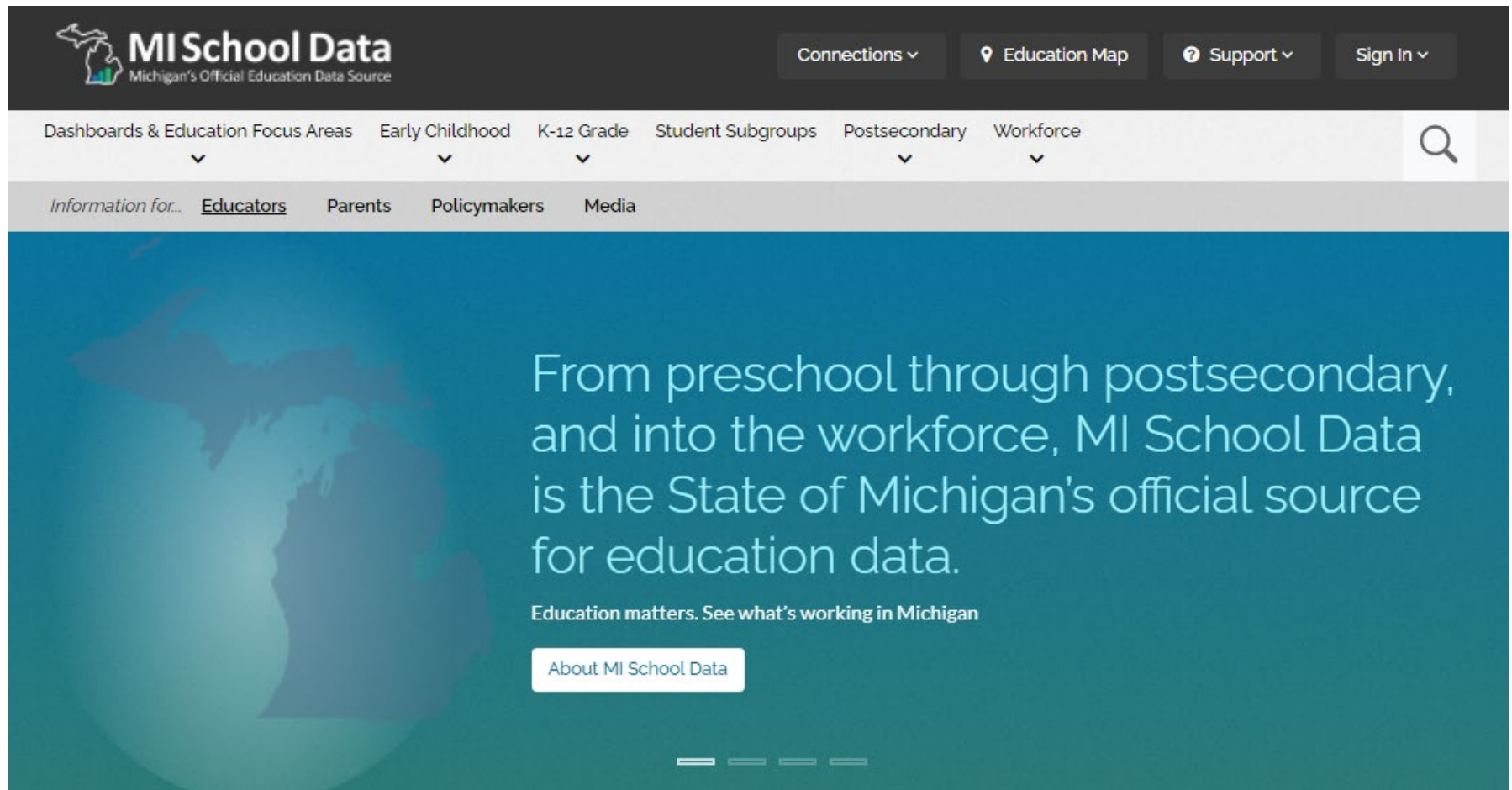
Haslett Public Schools (33060)	Total Assignments	Total FTE
▣ Central Administrative Unit (00000)	286	56.90
▣ Haslett High School (06207)	104	72.63
▣ Haslett Middle School (01604)	92	64.41
▣ General Education Core Academic Subject Areas	42	30.60
▣ 000BA - English	7	5.00
▣ 000BX - Language Arts	2	1.40
▣ 000DA - Biology	1	0.80
▣ 000DI - Integrated Science	1	0.80
▣ 000DX - Science	6	5.00
▣ 000EX - Mathematics	7	6.00
▣ 000FA - French	1	0.60
▣ 000FF - Spanish	2	0.80
▣ 000JX - Music Education	4	2.40
▣ 000LX - Visual Art	2	0.60
▣ 000RX - Social Studies	9	7.20
▣ Special Education Core Academic Subject Areas	3	2.60
▣ Instructional Staff	24	9.40
▣ Paraprofessional/Aide Staff	10	9.31
▣ Administrative Staff	2	2.00
▣ Noninstructional Staff	11	10.50
▣ Michigan Virtual School (02929)	56	8.40
▣ Murphy Elementary School (01530)	50	40.50

Teacher Credential Verification

- Available within MSDS- Audit FTE menu
- Assignment Code and Assignment Code Description
- Determine appropriate placement and ensure no audit findings

1	Center for Educational Performance and Information - Michigan Student Data System															
2	Teacher Credential Verification Report															
3	Collection: REP EOY 2023 Collection															
4	Entity: Lansing Public School District (33020)															
5	Description: List of teachers and reported credentials from the Fall REP Collection															
6	Building Code	Building Name	PIC	Last Name	First Name	Date Of Hire	Date Of Termination	On Leave	Assignment Code	Certificate Type	Grade/Ed Setting	Issue Date	Subject/Grade Level	Expiration Date	Expired Credential	In/Out of Field Status
7	01273	Attwood School				08/29/2018		No	00195 Co-teaching with a highly qualified general education teacher	Standard Teaching Certificate Renewal	Special Education Age Group 6 – 21 years of age	01/12/2021	K-12	06/30/2026		
8	01273	Attwood School				11/14/2022		No	000MB Physical Education	Full-Year Basic Substitute Permit		09/01/2022	Middle	08/31/2023		In
9	01273	Attwood School				08/31/2016		No	000ZG General EL K-5 all, K-8 self-contained	Standard Teaching Certificate Renewal		04/18/2022		06/30/2027		In
10	01273	Attwood School				08/21/2019		No	00195 Co-teaching with a highly qualified general education teacher	Standard Teaching Certificate	Special Education Age Group 6 – 21 years of age	07/23/2019	K-12	06/30/2024		

MI School Data



The screenshot shows the homepage of the MI School Data website. The header is dark with the MI School Data logo on the left and navigation links on the right. Below the header is a light gray navigation bar with categories like Dashboards & Education Focus Areas, Early Childhood, K-12 Grade, Student Subgroups, Postsecondary, and Workforce. A search icon is on the right. Below this is a gray bar with 'Information for...' followed by links for Educators, Parents, Policymakers, and Media. The main content area has a teal background with a map of Michigan. It features a large text block stating that MI School Data is the official source for education data, followed by a sub-headline 'Education matters. See what's working in Michigan' and a button labeled 'About MI School Data'. At the bottom of the teal section are four small horizontal bars.

MI School Data
Michigan's Official Education Data Source

Connections ▾ Education Map Support ▾ Sign In ▾

Dashboards & Education Focus Areas ▾ Early Childhood ▾ K-12 Grade ▾ Student Subgroups ▾ Postsecondary ▾ Workforce ▾

Information for... Educators Parents Policymakers Media

From preschool through postsecondary, and into the workforce, MI School Data is the State of Michigan's official source for education data.

Education matters. See what's working in Michigan

About MI School Data

Staffing Count

About this Report

Location and Report Settings

Select Locations

Reset to Statewide

Find and select locations to view reports:

School, District, ISD name or code

ISD

ISD = Intermediate School District

Ingham ISD (33)

District

Haslett Public Schools (33060)

School

Haslett High School (06207)

Compare

i

School Year

2020-21

Staffing Group

All (by category)

Count Type

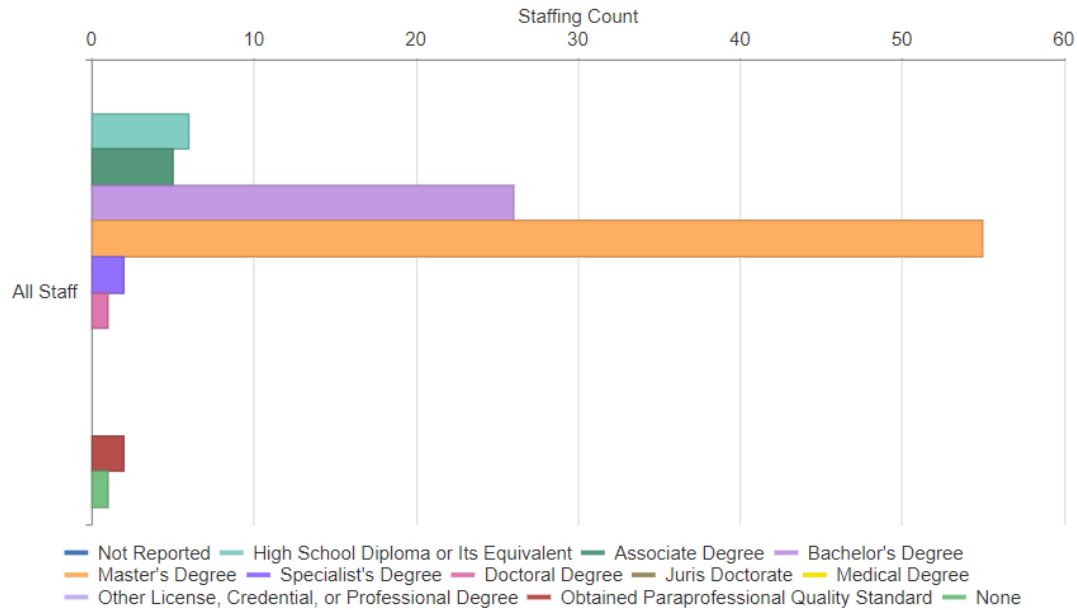
Headcount

Report Category

All Staff

Update Report

Location and setting changes will be reflected in the report charts and tables after clicking the Update Report button.



Location	School Year	Staffing Group	Report Category	Staffing Count (Headcount)	Percent of Total
Haslett High School (06207)	2020-21	All Staff	All Staff	98	100.0%
Haslett High School (06207)	2020-21	All Staff	Master's Degree	55	56.1%
Haslett High School (06207)	2020-21	All Staff	Bachelor's Degree	26	26.5%
Haslett High School (06207)	2020-21	All Staff	High School Diploma or Its Equivalent	6	6.1%
Haslett High School (06207)	2020-21	All Staff	Associate Degree	5	5.1%
Haslett High School (06207)	2020-21	All Staff	Specialist's Degree	2	2.0%
Haslett High School (06207)	2020-21	All Staff	Obtained Paraprofessional Quality Standard	2	2.0%
Haslett High School (06207)	2020-21	All Staff	Doctoral Degree	1	1.0%
Haslett High School (06207)	2020-21	All Staff	None	1	1.0%

Parent Dashboard for School Transparency

Haslett Middle School: Overview

[PDF](#)

Overview

School Services & Offerings

Student Data

Staff Data

Ratio of Students to
Instructional Staff

Ratio of Students to
Support Staff

Teacher Years Of
Experience

Teacher Retention

Qualified Teaching Staff

Learn more about Haslett Middle School

Visit the school's website for even more facts and details.

Grades:

6-8

School Type:

Traditional

Students:

623

School
Services & Offerings

District:

Haslett Public Schools

Head of School: ?

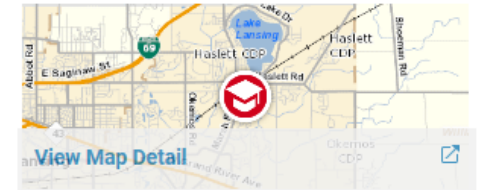
Diane Newman

Superintendent Name:

Steven Cook

More about the School:

School Website

**Address:**

Haslett Middle School
1535 Franklin St
Haslett MI 48840

Phone:

[\(517\) 339-8233](tel:5173398233)

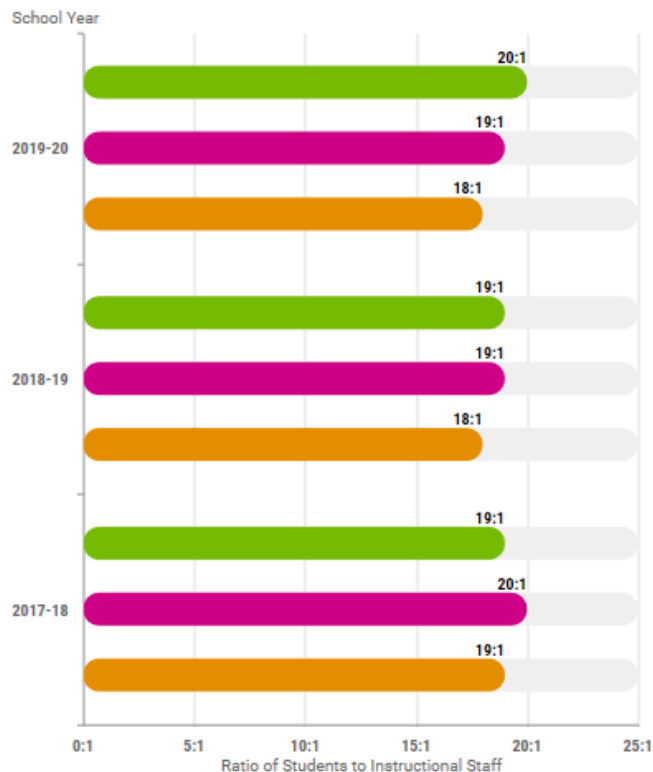
Overview of Key Performance Indicators

Describes the school performance areas that are most critical for parents to understand.

Student Groups

Ratio of Students to Instructional Staff?

Data reflects "All Students" regardless of student group selected. The data are displayed in terms of Full time Equivalency, where "1" represents a full-time staff member.

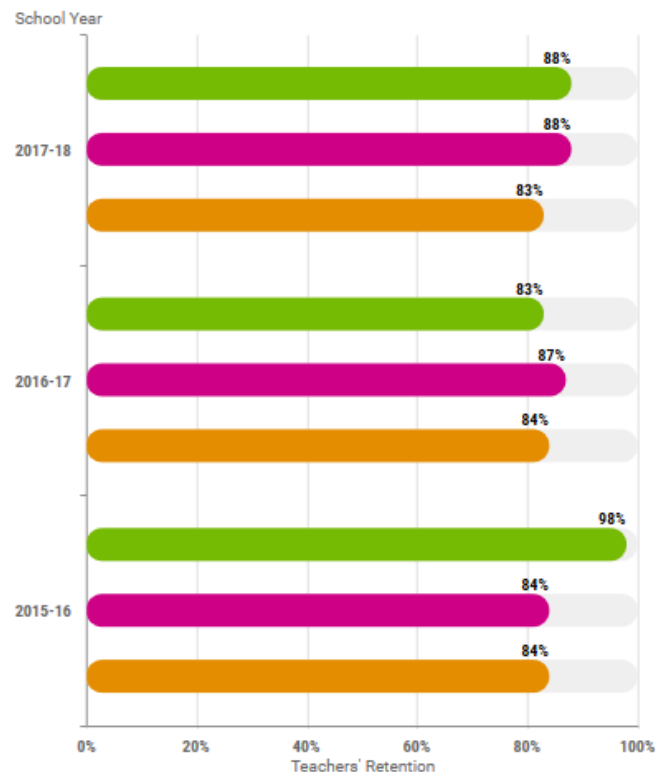


Key:

- Haslett Middle School
- [Average of Similar Schools by Student Characteristics](#)
- State of Michigan Average

Teacher Retention?

Displays how many teachers are retained year over year at the same school.



Key:

- Haslett Middle School
- [Average of Similar Schools by Student Characteristics](#)
- State of Michigan Average

Qualified Teaching Staff

Percentage of teachers, by content area, who are certified to teach the assignment they are teaching.

Subject Area:

All Subjects

All Subjects

Alternative Education (data unavailable)

Bilingual Program Teachers (data unavailable)

Business (data unavailable)

Career Tech Education (data unavailable)

Early Childhood (data unavailable)

English Language Arts

General Elem. K-5 all subjects, K-8 Self-Contained (data unavailable)

Mathematics

Miscellaneous

Science

Social Sciences

Special Education

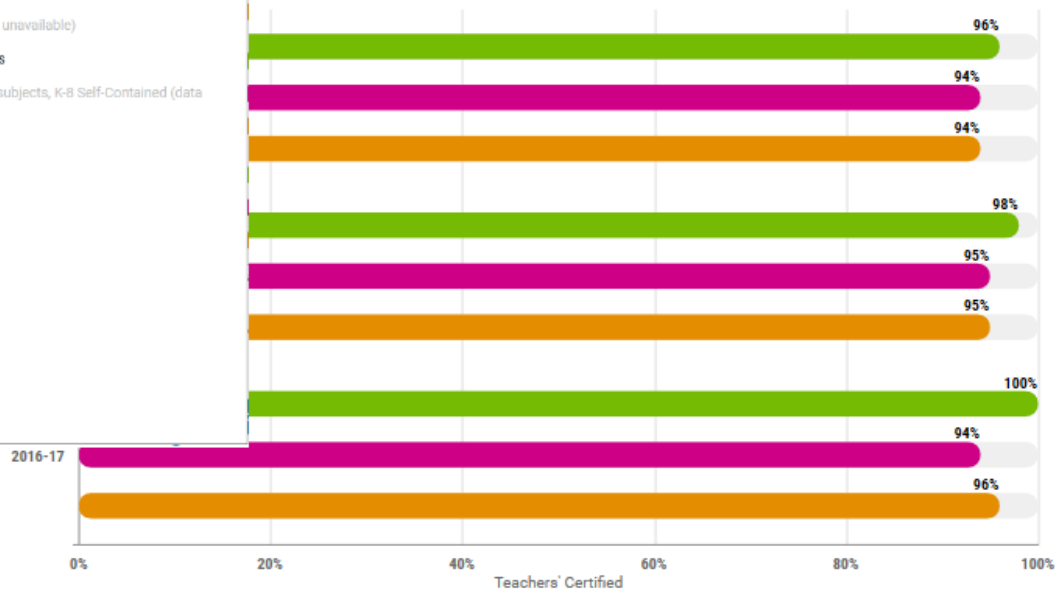
Technology

The Arts

Wellness

World Language

Graph Display:



Key: The graphs above show your chosen school vs two other sources of data over a 3 school-year period:

Haslett Middle School

Average of Similar Schools: ?

✓ Student Characteristics

or

Distance

[View Schools](#)

[View Schools](#)

State of Michigan Average

Similar Schools to Haslett Middle School by Student Characteristics

No content set

selected school:

Haslett Middle School
1535 Franklin St
Haslett MI 48840

View Similar Schools by: ?

✓ Student Characteristics

Distance

Forsythe Middle School

1655 Newport Rd
Ann Arbor, MI 48103
6-8
44.85 Miles

Brandon Middle School

609 South Ortonville Rd
Ortonville, MI 48462
6-8
49.15 Miles

Walnut Creek Middle School

7601 Walnut Lake Rd
West Bloomfield, MI 48323
6-8
51.27 Miles

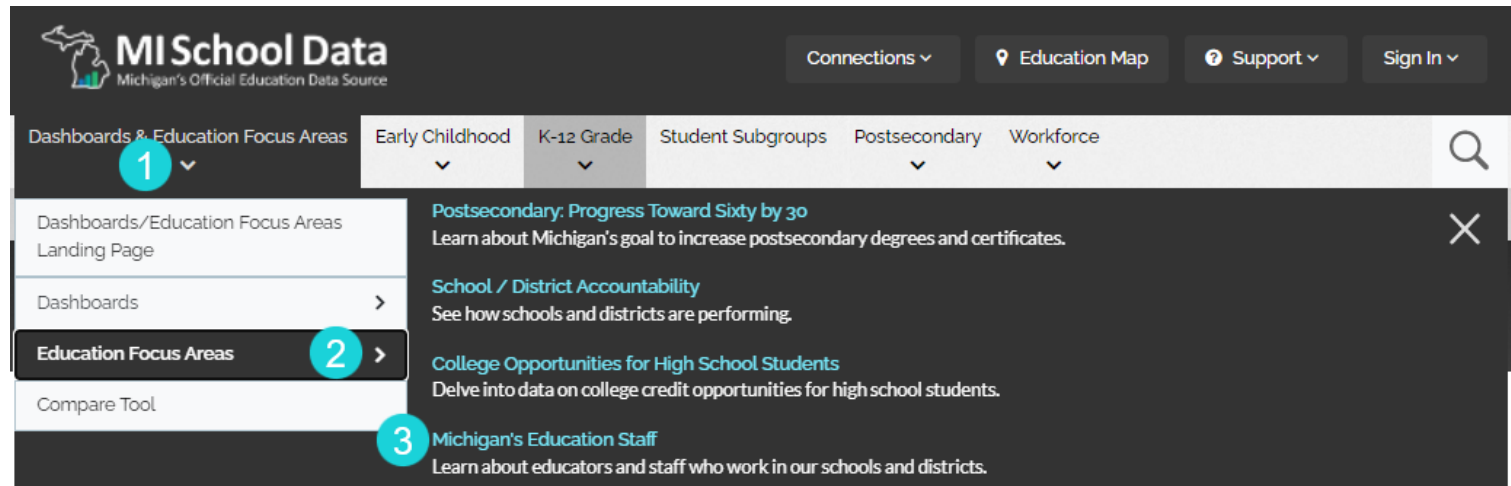
Abbott Middle School

3380 Orchard Lake Rd
Orchard Lake, MI 48324
6-8
54.61 Miles



New Reports: Education Staff Focus Area

- Links to research-based resources
- Connecting Student with Educators/Support Staff
 - Retention, Mobility, etc.
 - Report categories related to Age-Range, Gender, Race/Ethnicity, District Poverty Indicators



Teacher Retention Rates by Select Demographics

Select a Location

Statewide

Report Category

Age Range

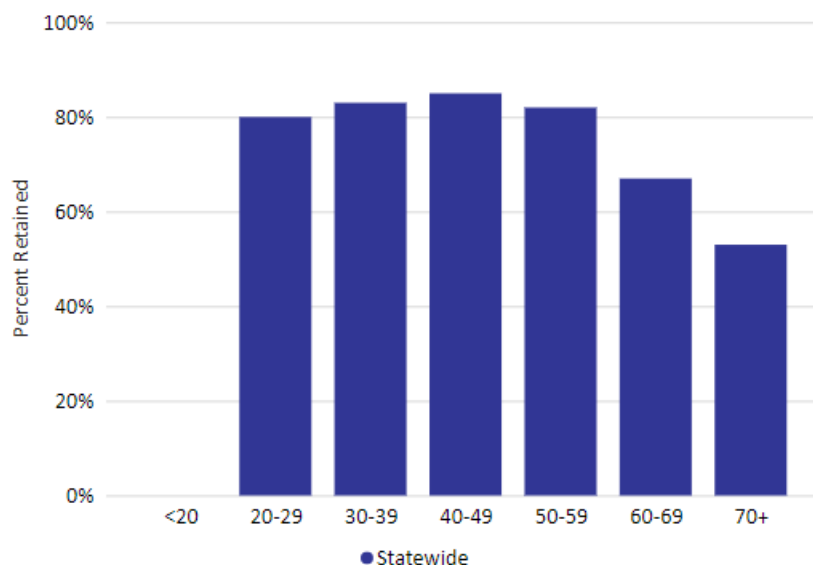
82%

Retention rate of all
teachers

The retention rates in this chart show the percent of teachers who remained employed within the selected district from the prior year. The school year shown in the chart represents the prior year that is used in the calculation. Retention rates vary among demographics. Both nationally and in Michigan, there are significant differences in the retention rates depending on teacher race/ethnicity. However, the disparity between retention rates for Black or African American and White teachers is greater in Michigan than nationwide.

For more information: [Who Stays in Teaching and Why: A Review of the Literature on Teacher Retention.](#)

Statewide
2019-20



Teacher Retention by Poverty Status

Select a Location

Statewide

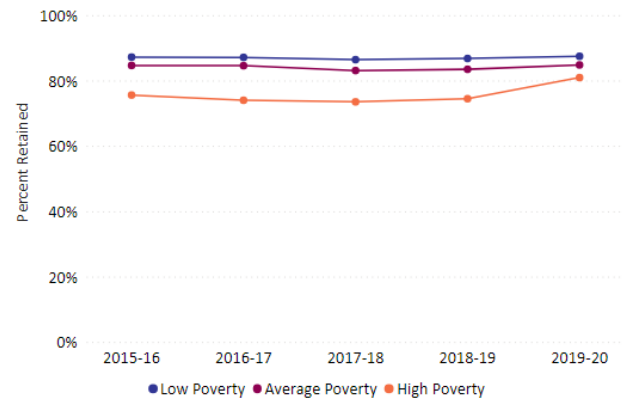
-8%

Five-year average:
difference in retention
rate of high- and average-
poverty schools ①

Teacher retention in high- and low-poverty schools ① can be compared using this chart. Retention in high-poverty schools can be challenging due to fewer classroom resources, heavier teacher workload, reduced ability for parents to provide support, inexperienced administrators, academic inequity, and larger class size. Teachers more often cite lack of administrator support when leaving high-poverty schools, whereas teachers leaving low-poverty schools more often cite low salary. Teachers often move to low-poverty schools when the opportunities arise. This contributes to students in high-poverty areas being more likely to have less-experienced or underqualified teaching staff, and creates a less stable environment for students.

For more information: [Addressing Urban High-Poverty School Teacher Attrition by Addressing Urban High-Poverty School Teacher Retention: Why Effective Teachers Persevere.](#)

Statewide



Newly Hired Teachers: Retention Rates after Five Years of Employment

Select a Location

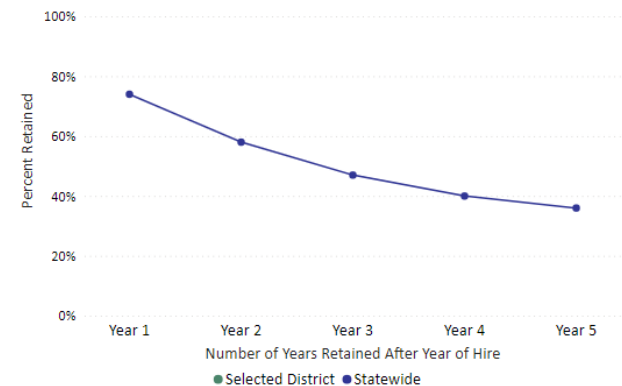
Statewide

36%

New hire retention rate
after five years

This chart is different from other retention charts in the report, as it follows teachers who were all hired in a particular year and shows their retention for each subsequent year they remain employed with the district. Other retention charts show a year-over-year retention rate, with each year's rate calculated from one year prior only. Individuals who left and returned are not included in the counts.

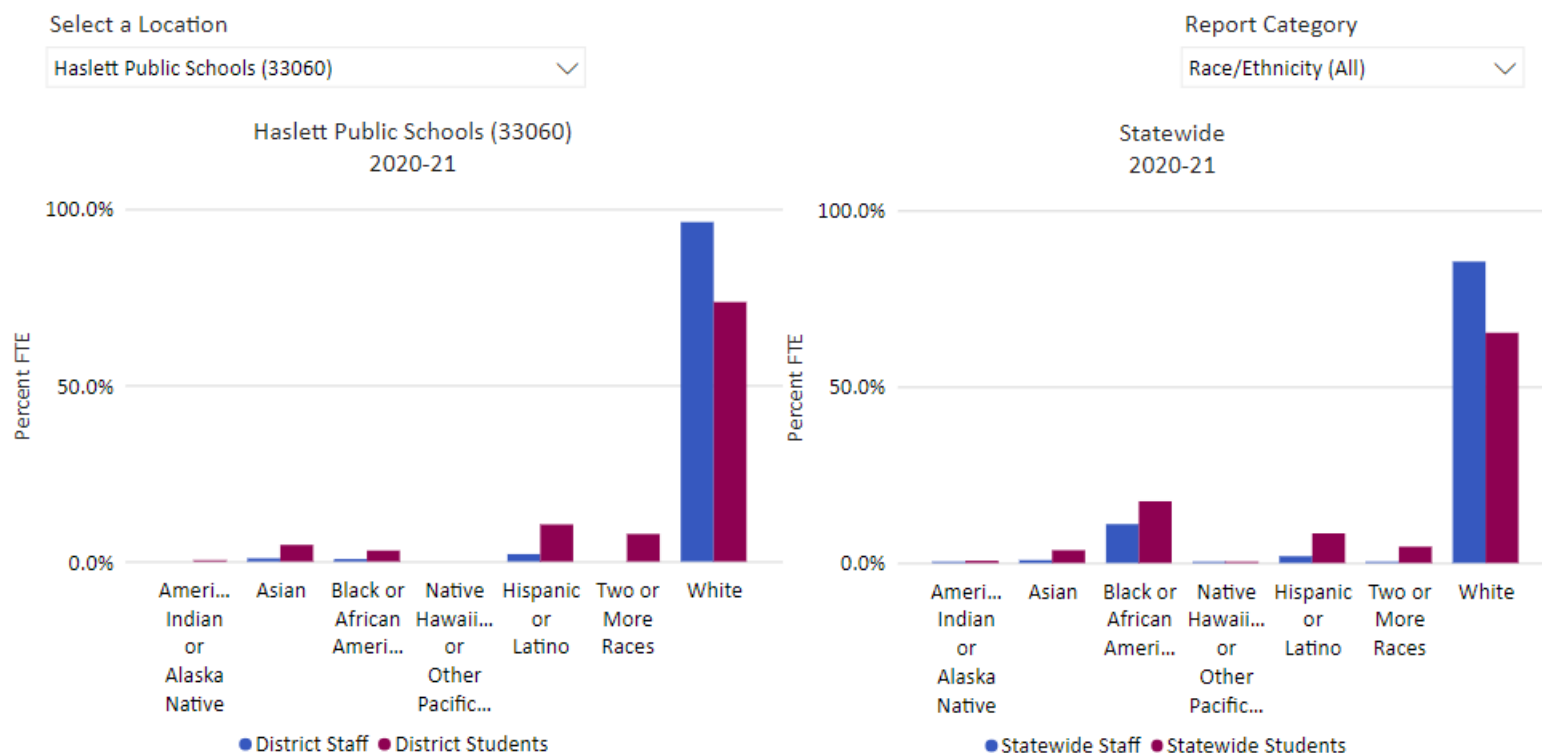
Statewide
Year of Hire: 2015-16



Race/Ethnicity of All Staff and Students: District and Statewide Comparison

Compare the race/ethnicity of a selected location with statewide data in these charts. The data show the majority of staff in Michigan are White. The racial/ethnic diversity of Michigan public school students has increased over time, and this trend is expected to continue. Research has shown that having a teacher of the same race/ethnicity can have positive impacts on a minority student's attitudes, motivation, and achievement. For example, researchers have found significant impact on standardized test scores for Hispanic/Latino and Black/African American students when taught by teachers of the same ethnicity. Diversity of all kinds improves problem-solving and performance among teams, and increased diversity in schools better prepares students for participation in the global economy.

For more information: [Racial Characteristics of the Michigan Teacher Workforce](#).



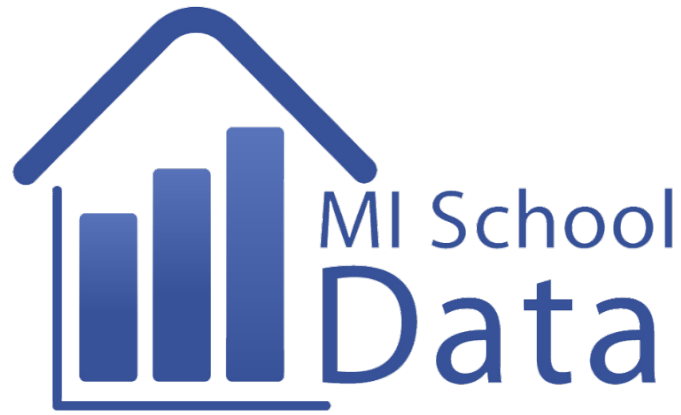
More to Come!

- MICIP will include Staffing reports
- As the MI School Data portal continues to grow you will continue to see additional reports utilizing staffing data
- If you have suggestions for reports, contact CEPI
- If you have questions about reports already produced, contact CEPI

Questions

- Robert Hovenkamp, Staffing Data Analyst
 - hovenkampR@michigan.gov
- CEPI Customer Support
 - CEPI@michigan.gov

Thank You.



Education matters. Discover what's working in Michigan.



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PERFORMANCE AND INFORMATION

