

Educator Evaluation Administrators

MCL 380.1249 requires districts to adopt and implement an annual performance evaluation system for teachers and administrators. SB 103, signed by the Governor on November 10, 2015, amends section 1249 to require modified teacher and school administrator evaluation systems. This document provides a summary of changes made by SB 103 including citations indicating the location of these requirements within statute. The full text version of SB 103 can be accessed [here](#). Note that although many of the requirements do not go into effect until future years (as noted), all other new and modified requirements under this legislation began with the 2015-2016 school year.

FREQUENCY	At least an annual year-end evaluation providing timely and constructive feedback – MCL 380.1249(1)(a)
THE EVALUATOR	Superintendent or Designee – MCL 380.1249b(1)(a) *Superintendent or Chief Administrator shall be evaluated by the board. If not employed directly by the board, the Superintendent or Chief Administrator shall be evaluated by the designee of the board.
STATE EVALUATION TOOL	
EVALUATION TOOL	The school must develop or adopt and implement an evaluation tool beginning in 2016-17. The tool must be used consistently across the district. The Michigan Department of Technology, Management and Budget must establish and maintain a list of recommended evaluation tools. – MCL 380.1249b(1)(e-f), MCL 380.1249b(3)
POSTING REQUIREMENTS	Beginning in 2016-17, information on the adopted tool must be posted on the district's website. This information must include: <ol style="list-style-type: none"> 1. Research base for the evaluation framework 2. Identity and qualifications of the person who developed the tool or of a person with expertise in teacher evaluations and who has reviewed the tool 3. Evidence or assurance of the reliability and validity of the tool 4. Details of the key indicators 5. Descriptions of the processes for conducting the evaluations 6. Descriptions of the plan for providing evaluator and observer training – MCL 380.1249b(2)(a-f)
IMPROVEMENT PLAN & EFFECTIVENESS RATING	
IMPROVEMENT PLAN	Required Improvement Plan: required for school administrator rated as minimally effective or ineffective. The improvement plan shall recommend professional development opportunities and other measures designed to improve the rating of the next annual year-end evaluation. – MCL 380.1249(1)(b)
EFFECTIVENESS RATING	Highly Effective – Effective – Minimally Effective – Ineffective – MCL 380.1249b(1)(g)
BIENNIAL EVALUATION	Highly Effective Rating - 3 Consecutive Years - The school may choose to conduct a year-end evaluation biennially (every 2 years) instead of annually. – MCL 380.1249b(1)(j) End of Biennial Evaluations - If an administrator is not rated Highly Effective on 1 of these biennial year-end evaluations, the administrator shall be provided with annual year-end evaluations. – MCL 380.1249b(1)(j)
EVALUATION TRAINING	Schools must provide training to administrators on the evaluation tool and how it is used in its performance evaluation system. – MCL 380.1249b(1)(k) Beginning in 2016-17, schools must provide training to all evaluators and observers by an individual with expertise in the adopted evaluation tool. – MCL 380.1249b(1)(l)
STUDENT GROWTH & ASSESSMENT DATA	
STUDENT GROWTH & ASSESSMENT REQUIREMENT	The evaluation shall establish clear approaches to measuring student growth and provide teachers and school administrators with relevant data on student growth. – MCL 380.1249b(1)(e) Measured by: National, State or Local Assessments AND other objective criteria – MCL 380.1249(1)(c)
DATA USED	Aggregate student growth and assessment data used in teacher annual year-end evaluations in each school in which the administrator works. – MCL 380.1249b(1)(b) *Central Office level school administrator: data for the entire school district – MCL 380.1249b(1)(b) Percentage of evaluation tool that will be based on growth and assessment data: 2015-16 = 25% 2016-17 = 25% 2017-18 = 25% 2018-19 = 40%* – MCL 380.1249b(1)(b)
NON-GROWTH & ASSESSMENT DATA CRITERIA	
EVALUATION PROFICIENCY	If school administrator conducts teacher performance evaluations, the evaluation system shall include his or her training and proficiency in using the evaluation tool. – MCL 380.1249b(1)(d)(i) If school administrator designates another person to conduct teacher evaluations: the evaluation system shall include the designee's performance on the above to be counted as if it were the school administrator personally conducting the teacher performance evaluations. – MCL 380.1249b(1)(d)(i)
SCHOOL IMPROVEMENT PLAN	Progress made by school in meeting the goals set forth in the school's School Improvement Plan – MCL 380.1249b(1)(d)(ii)
PUPIL ATTENDANCE	Pupil attendance in the school or district – MCL 380.1249b(1)(d)(iii)

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FEEDBACK & PERTINENT INFORMATION	Student, parent, and teacher feedback and other information considered pertinent by the superintendent or board – MCL 380.1249b(1)(d)(iv)
DISMISSAL & EXEMPTION	
DISMISSAL	Mandatory: ineffective rating on three consecutive annual year-end evaluations – MCL 380.1249b(1)(h)(i)
EXEMPTION REQUIREMENTS	The law eliminates the exemption for a school district, ISD, or PSA using an existing system meeting the prescribed criteria. Instead, a school district, ISD, or PSA is encouraged to adopt and implement a performance evaluation system that met generally the same criteria.
GOVERNOR'S COUNCIL ON EDUCATOR EFFECTIVENESS	
The 2011 legislation that amended the Revised School Code established a temporary commission, the Governor's Council on Educator Effectiveness, which was subsequently renamed the Michigan Council for Education Effectiveness. The Council was charged with issuing a report with recommendations on a variety of subjects, including State evaluations tools for teachers and administrators. In July 2013, the Council issued a report with its final recommendations. To address concerns with the 2011 legislation that made various changes to the Teachers' Tenure Act, this legislation was developed to incorporate some of the Council's recommendations into the Revised School Code.	

Disclaimer-This presentation and information reflects general legal standards and are not intended as legal advice for specific situations. Future legal developments may affect these topics. Please consult your attorney for detailed explanation and understanding of the law.