

Michigan's Educator Evaluation Law

MCL 380.1249

As amended by **Public Act 173 of 2015**

Evaluation Law: Moving targets

Starting in 2011-12, ALL districts required to:

- (a) Evaluate **at least annually**
- (b) Measure and report **student growth**
- (c) Use **multiple rating categories** , incorporate **student growth data**
- (d) Use the evaluations **to inform decisions:**
 - (i) Teacher/administrator effectiveness
 - (ii) Promotion, retention, and development
 - (iii) Granting of tenure and/or full certification
 - (iv) Removing ineffective educators

Evaluation Law: Moving targets

In November 2015, legislators passed **PA 173 of 2015**

- Amends MCL 380.1249
- Eases into changes, most starting in 2016-17
- Addresses evaluation requirements in two areas:
 1. Professional Practice
 2. Student Growth

Professional Practice

New requirements taking effect in **2016-17**

- Portion of evaluation not based on growth data must be based “primarily” on a district-selected framework.
- Frameworks:
 - MCEE-recommended: Danielson’s Framework for Teaching, Marzano Teacher Evaluation Model, The Thoughtful Classroom, or 5 Dimensions of Teaching and Learning.
 - MDE-approved: TBD Districts may choose a framework on the list, build their own, or modify a framework on the list
- Training: All evaluators must receive framework training, delivered by the framework vendor or authorized trainer.

Professional Practice, cont'd

New requirements taking effect in **2016-17, cont'd.**

- Observation feedback must be provided to teachers within 30 days of that observation.
- Each teacher must have an identified administrator who is responsible for his/her evaluation. The responsible administrator needs to conduct at least 1 of the observations of that teacher.
- There must be at least 1 unscheduled observation.
- The portion of the evaluation not measured using growth or evaluation framework must include the factors from section 1248

Student Growth Ratings

Percentage of evaluation based on student growth:

- 2015-16 through 2017-18: 25%
- 2018-19 and beyond: 40%

Student growth data:

- State assessment data does not have to be used until 2018-19
- State assessment data make up only *half* of the total growth data for teachers *in tested grades and subjects*.
- Non-State (Local) growth measures must use *multiple measures* and be *used consistently* among similarly situated educators.

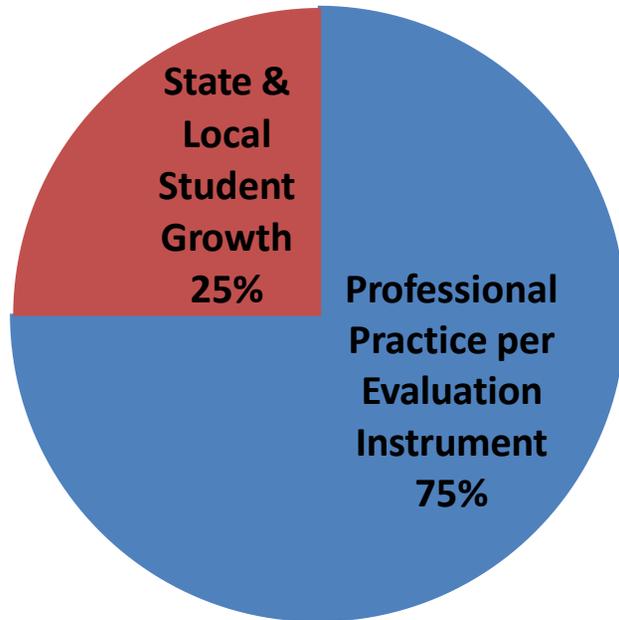
Student Growth Ratings, cont'd

Non-state (local) growth measures may include the following:

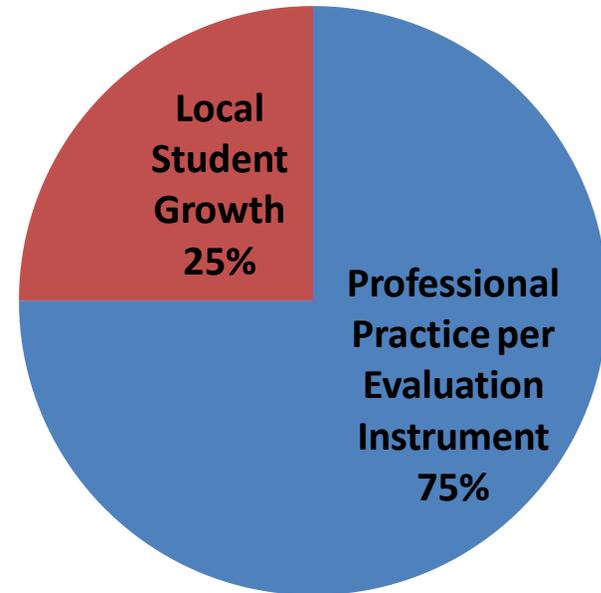
- Student Learning Objectives (SLOs)
- Other rigorous assessments that are comparable across the district
- Nationally normed or locally developed assessments aligned to state standards
- Research-based growth measures
- IEP goals (where applicable)

Student Growth Ratings 2016*

Core Curriculum Teachers



Non-Core Curriculum Teachers



Local Student Growth measures can include:

- Student Learning Objectives (SLOs)
- Nationally normed or locally developed assessments aligned to state standards
- Research-based growth measures
- Other rigorous assessments that are comparable across the district
- IEP goals (where applicable)

*Growth Ratings:
25% through 2017-18;
40% 2018-19 and after

HINT: A Growth Model starts with a District Student Success Model

- Translates district mission, vision, and core values into **expected outcomes** for students
- Identifies key student **performance indicators**
- Determines **measures** to track and monitor student performance
- Provides students timely and meaningful **feedback** and **improvement targets**

Ask an administrator:
*“Does our district have a
Student Success Model?”*

If yes...then look for arts growth measures that support or complement that district-wide model.

If no...then consider finding arts growth measures that have some connection to:

- Your district’s mission, vision, or goals
- Your school’s improvement framework

And finally....

New requirements taking effect in **2018-19**

- The percentage of a teacher's evaluation attributed to student growth and assessment data rises to **40%, of which half shall be based on state growth data** for teachers in tested grades and subjects.
- Prohibit students from being taught for 2 consecutive years by a teacher rated ineffective in 2 most recent evaluations OR notify parents in writing if reassignment is not possible.