

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1249. (1) ~~Subject to subsection (4), with~~ **This section**
2 **does not prohibit, impair, or limit the right or duty of a public**
3 **school employer and a collective bargaining representative to**
4 **engage in collective bargaining over the topic of performance**
5 **evaluations under 1947 PA 336, MCL 423.201 to 423.217, subject to**

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1 **the requirements in this section and section 1249b. With the**
2 **involvement of teachers and school administrators, and after**
3 **collective bargaining, if applicable, with any collective**
4 **bargaining representative of teachers and school administrators,**
5 the board of a school district or intermediate school district or
6 board of directors of a public school academy shall adopt and
7 implement for all teachers and school administrators a rigorous,
8 transparent, and fair performance evaluation system that does **at**
9 **least** all of the following:

10 (a) Evaluates the teacher's or school administrator's job
11 performance ~~at least annually~~ while providing timely and
12 constructive feedback.

13 (b) Establishes clear approaches to measuring student growth
14 and provides teachers and school administrators with relevant data
15 on student growth.

16 (c) Evaluates a teacher's or school administrator's job
17 performance, using multiple rating categories that take into
18 account student growth and assessment data **or student learning**
19 **objectives metrics**. Student growth, **assessment data, and student**
20 **learning objectives** must be measured using ~~multiple measures that~~
21 ~~may include student learning objectives, achievement of~~
22 ~~individualized education program goals, nationally normed or~~
23 ~~locally developed assessments that are aligned to state standards,~~
24 ~~research-based growth measures, or alternative assessments that are~~
25 ~~rigorous and comparable across schools within the school district,~~
26 ~~intermediate school district, or public school academy. If the~~
27 **metrics agreed upon through collective bargaining, if applicable.**
28 **Before July 1, 2024, the** performance evaluation system implemented
29 by a school district, intermediate school district, or public

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1 school academy under this section ~~does not already~~ **must** include the
2 rating of teachers as highly effective, effective, minimally
3 effective, and ineffective. ~~, then the school district,~~
4 ~~intermediate school district, or public school academy shall revise~~
5 ~~the performance evaluation system not later than September 19, 2011~~
6 ~~to ensure that it rates teachers as highly effective, effective,~~
7 ~~minimally effective, or ineffective.~~ **Beginning July 1, 2024, the**
8 **performance evaluation system implemented by a school district,**
9 **intermediate school district, or public school academy under this**
10 **section must include the rating of teachers as effective,**
11 **developing, and needing support.**