# UNDERSTANDING MICHIGAN'S NEW
# Educator Evaluation Law

*Public Act 173 of 2015*

**massp**
Leadership Lives Here.

## Teachers

### 2015-16 through 2017-18

Growth 25%

Practice 75%
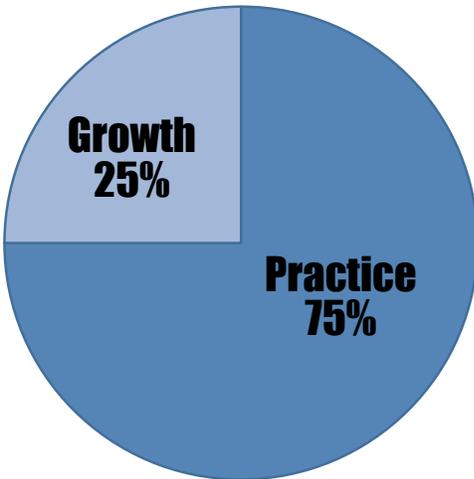
No requirement to use State Assessment Data

### 2018-19 and beyond

Growth 40%

20%

Practice 60%
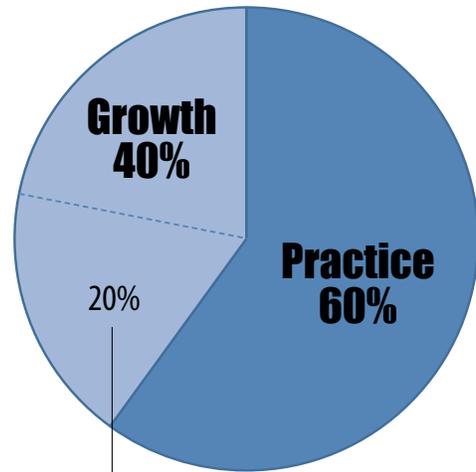
State Assessment Data
*(Tested grades and subjects only)*

## Administrators

### 2015-16 through 2017-18

Growth 25%

Practice 75%

### 2018-19 and beyond

Growth 40%

Practice 60%
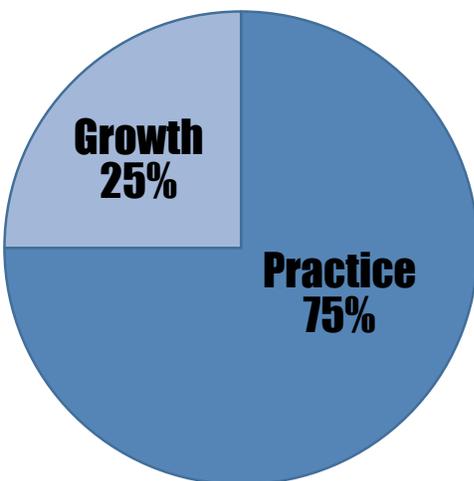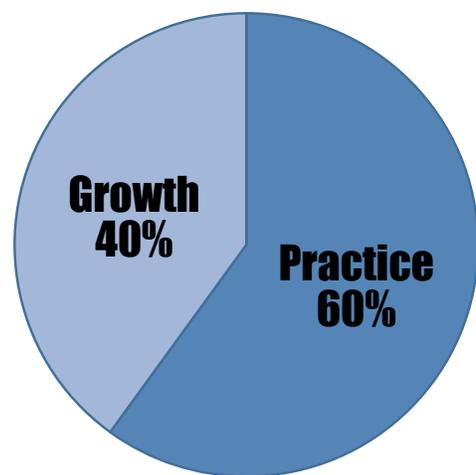
NOTE: Student growth for administrators must be measured using the aggregate of the student growth data used for the teachers in their building, or for the entire district in the case of central office administrators.

# Teachers

## Growth

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** at which point it will have to comprise half of the total growth data for teachers in tested grades and subjects.
- Growth not measured using state data must use multiple measures and be used consistently among similarly situated educators.

Non-state growth measures may include the following:

- 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)

## Practice

**For 2015-16**, the requirements in current law all remain in place:

- Mid-year reviews for less than effective teachers
- At least 2 classroom observations
- Biennial evaluations allowed for those with 3 consecutive highly effective ratings
- 3 ineffective ratings = dismissal

New requirements **will not take effect until 2016-17**. Those requirements include:

- Portion of evaluation not based on growth data must be based "primarily" (more than half) on district-selected framework.
- **Frameworks**: MDE will maintain a list of approved evaluation frameworks (initially including at least the MCEE recommended frameworks). Districts may choose a framework on the list, build their own, or modify a framework on the list (see inset for requirements).
- **Training**: All evaluators must be provided framework training, delivered by the vendor of the framework or a framework expert who has been trained to train others. Teachers must also receive some training in how the framework will be used to evaluate them (no specific requirements for this training, may be district provided).
- 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.

**Michigan Association of Secondary School Principals**

# Administrators

## Growth

Percentage of evaluation based on student growth:

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

Student growth must be measured using the aggregate of the student growth data used for the teachers in their building, or for the entire district in the case of central office administrators.

## Practice

**For 2015-16**, the requirements in current law all remain in place:

- Administrators must be evaluated on at least 4 "practice" factors (quality of their teacher evaluations, SIP progress, student attendance, parent, student and teacher feedback).
- Improvement plan for less than effective administrators
- Biennial evaluations allowed for those with 3 consecutive highly effective ratings.
- 3 ineffective ratings = dismissal

New requirements **will not take effect until 2016-17**. Those requirements include:

- Portion of evaluation not based on growth data must be based "primarily" (more than half) on district-selected framework.
- **Frameworks**: MDE will maintain a list of approved evaluation frameworks (initially including at least the MCEE recommended frameworks). Districts may choose a framework on the list, build their own, or modify a framework on the list ((see inset for requirements).
- **Training**: All evaluators must be provided framework training, delivered by the vendor of the framework or a framework expert who has been trained to train others. Administrators must also receive some training in how the framework will be used to evaluate them (no specific requirements for this training, may be district provided).

## Framework Posting Requirements

Beginning in 2016-17, districts will be required to post information on their website about their teacher and administrator evaluation frameworks.

**For all models:**

- The research base for the evaluation frameworks.
- The identity of the author or authors of those frameworks.
- For each framework, evidence of reliability, validity and efficacy (or a plan for developing that evidence if a district builds a framework).
- The evaluation frameworks and rubrics.
- A description of the processes for conducting observations and conferences, collecting evidence, and developing ratings and improvement plans.
- A description of the training plan.

**For modified models:**

- An assurance that the modifications do not compromise the research base of the original framework.
- An assurance that the modifications do not compromise the reliability, validity and efficacy of the original framework.
- The identity of the person(s) with expertise in evaluations who reviewed the modifications and provided the assurances.