

Revised School Code

Review of 380.1248 – Teacher Effectiveness and Personnel Decisions

The following can be used as a checklist for what is ACTUALLY required under the law. Any descriptions contained in quotations indicate actual language from MCL 380.1248.

Subsection (1) (b) *“Effectiveness shall be measured by the performance evaluation system under section 1249, and the personnel decisions shall be made based on the following factors...”*

Checklist for Teacher Effectiveness under Section 1248

Individual performance shall be the majority factor in making the decision [for retaining teachers], and shall consist of but is not limited to all of the following:

- “Evidence of student growth”
- The teacher’s “demonstrated pedagogical skills, including at least a special determination concerning the teacher’s knowledge of his or her subject area”
- The teacher’s ability to “impart that knowledge through planning, delivering rigorous content, checking for and building higher-level understanding, differentiating, and managing a classroom”
- The teacher’s “consistent preparation to maximize instructional time”
- The teacher’s “management of the classroom, manner and efficacy of disciplining pupils
- The teacher’s “rapport with parents and other teachers”
- The teacher’s “ability to withstand the strain of teaching”
- The teacher’s “attendance and disciplinary record” (if any)
- “Significant, relevant accomplishments and contributions”
 - This factor shall be based on whether the individual contributes to the overall performance of the school by making clear, significant, relevant contributions above the normal expectations for an individual in his or her peer group and having demonstrated a record of exceptional performance
- “Relevant special training”
 - This factor shall be based on completion of relevant training other than the professional development or continuing education that is required by the employer or by state law, and integration of that training into instruction in a meaningful way

NOTE:

If a teacher brings an action against a school district or intermediate school district based on this section, the teacher’s sole and exclusive remedy shall be an order of reinstatement commencing 30 days after a decision by a court of competent jurisdiction. The remedy in an action brought by a teacher based on this section shall not include lost wages, lost benefits, or any other economic damages.