

## Revised School Code

### Review of 380.1249b – Performance Evaluation Systems for School Administrators

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 380.1249.

Sec. 1249 (1) *"...with the involvement of teachers and school administrators, the board of a school district or intermediate school district or board of directors of a public school academy shall adopt and implement for all teachers and school administrators a rigorous, transparent, and fair performance evaluation system..."*

**Sec. 1249b (1)** The board of a school district or intermediate school district or board of directors of a public school academy shall ensure that the performance evaluation system for building-level school administrators and for central-office-level school administrators who are regularly involved in instructional matters meets all of the following:

- ☐ "At least an annual evaluation for all school administrators."
- ☐ "For the 2015-2016, 2016-2017, and 2017-2018 school years, 25% of the annual evaluation shall be based on student growth and assessment data."
- ☐ "Beginning with the 2018-2019 school year, 40% of the annual evaluation shall be based on student growth and assessment data. The student growth and assessment data to be used for the school administrator annual evaluation are the aggregate student growth and assessment data that are used in teacher annual year-end evaluations in each school in which the school administrator works as an administrator or, for a central-office-level school administrator, for the entire school district or intermediate school district."
- ☐ "For the purposes of conducting annual evaluations under the performance evaluation system, the school district [or] intermediate school district...shall develop or adopt and implement an evaluation tool for school administrators. *The portion of a school administrator's annual evaluation that is not based on student growth shall be based primarily on the school administrator's performance as measured by this evaluation tool.*"
- ☐ The performance evaluation system "shall assign an effectiveness rating to each school administrator described in this subsection of highly effective, effective, minimally effective, or ineffective".
- ☐ "The portion of the annual evaluation that is not based on student growth and assessment data...shall be based on *at least the following* for each school in which the school administrator works as an administrator or, for a central-office-level school administrator, for the entire school district or intermediate school district:
  - ✓ If the school administrator conducts teacher performance evaluations, the school administrator's proficiency in using the evaluation tool for teachers used by the school district [or] intermediate school district.
  - ✓ If the school administrator designates another person to conduct teacher performance evaluations, the evaluation of the school administrator on this factor shall be based on the designee's proficiency in using the evaluation tool for teachers used by the school district [or] intermediate school district...with the designee's performance to be counted as if it were the school administrator personally conducting the teacher performance evaluations.
  - ✓ The progress made by the school or school district in meeting the goals set forth in the school's school improvement plan or the school district's school improvement plans.
  - ✓ Pupil attendance in the school or school district.
  - ✓ Student, parent, and teacher feedback, as available, and other information considered pertinent by the superintendent or other school administrator conducting the performance evaluation or the board or board of directors."

#### Consistency of Administrator Evaluations under 1249b:

- ☐ The evaluation tool and other measures used by the school district [or] intermediate school district...in its performance evaluation system for school administrators shall be used consistently across the schools operated by a school district [or] intermediate school district...so that all similarly situated school administrators are evaluated using the same measures.”
- ☐ Beginning with the 2016-2017 school year, a school district shall post on its website “either evidence of reliability, validity, and efficacy **or** a plan for developing that evidence **or**, if the school district [or] intermediate school district...adapts or modifies an evaluation tool from the list..., an assurance that the adaptations or modifications do not compromise the reliability, validity, or efficacy of the evaluation tool or the evaluation process.”

#### Training under 1249b:

- ☐ The school district, intermediate school district, or public school academy shall provide training to school administrators on the measures used by the school district, intermediate school district, or public school academy in its performance evaluation system for school administrators and on how each of the measures is used. This training may be provided by a school district, intermediate school district, or public school academy, or by a consortium consisting of 2 or more of these.
- ☐ Beginning with the 2016-2017 school year, a school district, intermediate school district, or public school academy shall ensure that training is provided to all evaluators and observers. The training shall be provided by an individual who has expertise in the evaluation tool or tools used by the school district, intermediate school district, or public school academy, which may include either a consultant on that evaluation tool or framework or an individual who has been trained to train others in the use of the evaluation tool or tools. This subdivision does not prohibit a school district, intermediate school district, public school academy, or consortium consisting of 2 or more of these, from providing the training in the use of the evaluation tool or tools if the trainer has expertise in the evaluation tool or tools.

#### Consequences for Administrators under 1249b:

- ☐ The performance evaluation system shall ensure that if a school administrator described in this subsection is rated as minimally effective or ineffective, the person or persons conducting the evaluation shall develop and require the school administrator to implement an improvement plan to correct the deficiencies. The improvement plan shall recommend professional development opportunities and other actions designed to improve the rating of the school administrator on his or her next annual evaluation.
- ☐ The performance evaluation system shall provide that, if a school administrator described in this subsection is rated as ineffective on 3 consecutive annual evaluations, the school district, public school academy, or intermediate school district shall dismiss the school administrator from his or her employment. This subdivision does not affect the ability of a school district, intermediate school district, or public school academy to dismiss a school administrator from his or her employment regardless of whether the school administrator is rated as ineffective on 3 consecutive annual evaluations.
- ☐ The performance evaluation system shall provide that, if a school administrator is rated as highly effective on 3 consecutive annual evaluations, the school district, intermediate school district, or public school academy may choose to conduct an evaluation biennially instead of annually. However, if a school administrator is not rated as highly effective on 1 of these biennial evaluations, the school administrator shall again be provided with annual evaluations.