

Additional Factors Rubric for Teacher Evaluations

Questions and Answers

1. Why did the District add the four “additional factors” to the teacher evaluation rubric?

It is required by MI School Code 380.1248 and 380.1249. Additionally, teacher evaluation is a prohibited topic of bargaining. The District, by law, must follow their own Framework for Teacher Evaluation. This can be found on the KPS Intranet.

2. What are the four “additional factors” rubric?

These factors are required by the laws listed above. These factors will be part of the teacher evaluation and will be used in the case of a layoff which KPS has not had in a very long time.

3. Which domain and component will each “additional factor” fall under in the rubric?

Discussions with the District are being had and it appears the factors may end up in the following areas:

4d-Significant, relevant accomplishments and contributions
4e-Relevant special training
4f-Attendance and Discipline

4. How much weight will the “additional factors” be given in the rubric?

Each factor will fall under a component. Each one will be factored in to the appropriate component. See above. There are approximately 77 elements for evaluation, adding these 4 makes 81 total.

5. How will members know what effectiveness ratings are arrived at each factor?

The District has designed a rubric for each factor. See rubric.

6. What types of days will not count against me in regards to attendance?

Per the District, any day taken that is covered by Federal Leave Act (FMLA) won't count against a member and is an approved absence, see below:

Birth of a child • Care for a newborn child • Placement of a child for adoption or foster care • The employee is needed to care for a child, spouse or parent suffering from a

serious health condition • The employee's own serious health condition makes him or her unable to perform the functions of the job (See #7 below)

Approved leaves will not count against you: Personal business, sick self with documentation, bereavement, school business, union business, military leave, worker's compensation, sick child with documentation (such as Dr. note, child care provider note, school attendance record), etc.

7. Whom do members give doctor notes to?

Human Resources. See Article 19, Section A:

To preserve confidentiality, it is agreed that employees are not required to disclose specific medical diagnosis to their immediate supervisor.

8. If I take a sick day to care for my child and don't go to the Dr., how can I document the day off?

Mark the day in AESOP. If it is questioned, you may use attendance records, note from a child care provider or a doctor's note.

9. Will this new policy create an increase in our insurance?

This is a possibility. Members can utilize Amwell for online Doctors' visits for \$49. These Doctors can prescribe medication in some instances. Members have been very happy with this so far!

10. Are administrators held to the same standards in regards to attendance?

Human Resources says yes. Also, school code speaks to requirements for administrator's evaluations.

11. When does this policy begin for attendance?

It begins, per the District on Oct. 3rd. No absences prior to this date will count against you in your evaluation.