

Evaluation Instrument – Additional Factors

rubric

Portions of MCL 380.1248 not included in the Framework for Teaching Evaluation Instrument

<p>Attendance</p> <p>(Outside of Approved FMLA, Military Leave, Worker's Comp, Personal Business Day, and other approved leaves)</p>	<p>More than 10 absences</p>	<p>8.5-10 absences</p>	<p>2.5-8 absences</p>	<p>0-2 absences</p>
<p>Discipline</p> <p>(Written reprimand or higher)</p>	<p>Employee discipline issued during this school year</p>	<p>No employee discipline issued during this school year.</p>	<p>Uses good judgment in difficult situations. Collaborates with appropriate colleagues as needed.</p>	<p>A model for consistently using good judgment in the moment. Keeps their administrator informed.</p>
<p>Significant, relevant accomplishments and contributions to the overall performance of the school</p> <p>(For e.g., serves on or is leader of a committee, shares responsibility for school-wide activities, shares expertise consistently, tactfully, and professionally)</p>	<p>Educator does not contribute to the overall performance of the school by making clear, significant relevant contributions above the normal expectations.</p>	<p>Educator contributes to the overall performance of the school by making a clear contribution or by demonstrating a record of consistent performance.</p>	<p>Educator contributes to the overall performance of the school by making clear significant contribution and by demonstrating a record of exceptional performance.</p>	<p>Clear, significant, relevant contributions above the normal expectations of peer group. Demonstrated a record of exceptional performance (at least 2 consecutive years rated highly effective)</p>
<p>Relevant Special Training</p> <p>(Outside of any required PD or continuing education requirement)</p>	<p>Educator did not participate in any relevant special training.</p>	<p>Educator did attend special training but did not integrate into instruction or the building in a meaningful way.</p>	<p>Educator did attend special training and integrated it into instruction and/or the building in a meaningful way.</p>	<p>In addition to integrating into instruction, educator demonstrated leadership by training others on knowledge acquired. (trained trainer on approved topic)</p>