

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