

K-12 Evaluation Solutions



FAQs Regarding Michigan's New Educator Evaluation Law March 2016

Teacher Evaluations:

New requirements starting in 2016-2017:

Question:	New Evaluation Law Says:
1) Is Evaluator training required?	Yes – including anyone that might be conducting observations.
2) Is Teacher training required?	Yes
3) Who can provide the required training?	The training <i>shall</i> be provided by: an individual who has expertise in the tool(s); consultant; or a person that's been trained to train others. Trainer can be a district employee if that person has been trained in the tool.
4) Is there money for the training?	Section 95a of the FY 2015 State School Aid Act provides \$12,100,000 to ISDs for required training for teachers, administrators, and other participating educators in local educator evaluation tools to all local education agencies (LEAs) and public school academies (PSAs). ISDs need to apply for these funds for the LEAs and PSAs by April 29, 2016! The amount comes out to \$8.07/student.
5) What framework can you use?	Any you'd like – as long as you provide required information on your website. (See #11.)
6) "The List" – what is this?	There shall be a list of frameworks that <i>could</i> be used for evaluations. Districts don't have to use a tool from The List.
7) Who is to maintain The List?	Michigan Department of Education
8) Do districts need to use one of the tools on The List?	No
9) What frameworks will be on The List?	The List <i>shall</i> include the 4 recommended by MCEE. (The MCEE recommendations came out BEFORE the U of M report on the pilot.)
10) How will frameworks get on or off The List?	Department of Education shall create a process. Within The List it must be stated that districts do not have to use a framework that is on The List.
11) What has to be posted on the district website – and when?	Start of 2016-2017 districts/ISDs shall post the following regarding their framework: <ol style="list-style-type: none"> a. Research base b. Identity and qualifications of the authors c. Evidence of reliability, validity, and efficacy (or a plan for developing this.) d. Framework with rubrics e. Explain the entire evaluation process. f. Plan for providing Evaluators and Observers with training.

Item	New Evaluation Law Says:
12) What are the additional posting requirements if a district <i>modifies</i> a research-based framework?	<ul style="list-style-type: none"> a. It has to be noted that the modifications do not impact the validity of the research base. b. Identify the person (with expertise in teacher evaluations) who reviewed the modifications. c. Assurance that the modifications don't compromise the reliability, validity or efficacy of the evaluation tool.
13) What are the requirements for the evaluation process?	<p>Classroom Observations:</p> <ul style="list-style-type: none"> a. Must include a review of the lesson plan, state curriculum being addressed and student engagement b. Does <i>not</i> have to be for the entire class period. c. 1 observation <i>must</i> be unscheduled d. 2 observations must occur <i>unless</i> the teacher has been rated Effective or Highly Effective on the 2 most recent evaluations – then there can be just 1 observation. e. At least 1 of the observations has to be conducted by the person doing the overall evaluation. <p>First Year or Minimally Effective or Ineffective Teachers also require a Mid-Year Progress report.</p>
14) What if a teacher is rated Highly Effective for 3 years in a row?	They still may be evaluated biennially instead of annually.

Administrator Evaluations:

New requirements starting in 2016-2017:

Item	New Evaluation Law Says:
1) What is the administrator's evaluation based on?	<ul style="list-style-type: none"> a. Progress made by the school in regards to the School Improvement Plan. b. Pupil attendance. c. Student, parent and teacher feedback "as available". d. Proficiency in using the teacher evaluation tool – or if the administrator delegates teacher evaluations – the proficiency of the person who does do the evaluations.
2) Are the training requirements the same as teachers?	Yes – Evaluatees, Evaluators and observers who aren't Evaluators have to be trained.
3) Are the website postings the same for the Administrator framework as it is for the teachers?	Yes.