

inspire growth
A Collaboration of Michigan Educators



Educator Effectiveness Evaluation

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Deputy Superintendent

Status

- Michigan Council for Educator Evaluation (MCEE) charge
- MCEE vision:
 - Fair, transparent, feasible system
 - Based on rigorous standards of professional practice and measurement
 - Contribute to enhanced instruction, improve student achievement, and support ongoing professional learning
- MCEE final recommendations July 2013
- Michigan Legislature to review and respond

Teacher Evaluation

Observations of Practice

- Tools
 - Charlotte Danielson's Framework for Teaching
 - Marzano Teacher Evaluation Model
 - The Thoughtful Classroom
 - 5 Dimensions of Teaching and Learning
- Multiple observations
- Training provided by tool vendor
- Data reported to state for purpose of continuous improvement

Teacher Evaluations

Student Growth

- State develop or select assessment measure for core content and non-core content areas
- State produce value-added modeling (VAM) scores
- State provide guidelines for:
 - Evaluating quality 3rd party or locally developed assessments
 - Training on the development and measurement of student learning objectives

Administrator Evaluation

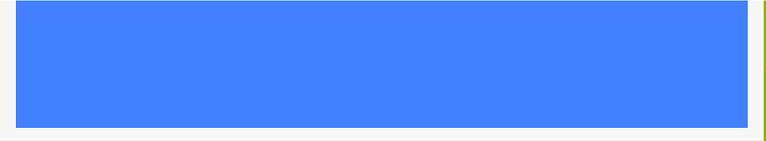
- Practice
 - MASA's School Advance Administrator Evaluation Instrument
 - Reeves Leadership Performance Rubric
- Student growth measures
- Proficiency in evaluating teachers
- Progress in school improvement plan
- Attendance rates
- Student, parent, teacher feedback

Evaluation Summary

- Incorporate evidence from both
 - quality practice
 - quality of student outcomes
- Ratings
 - Professional
 - Provisional
 - Ineffective

Outcomes of the Process

- Decisions about professional learning
 - Individual educators and administrators
 - Building, district, and regional offerings for professional learning
 - Made by evaluator, participant, and others
- Professional learning should be standards-based, and part of an individualized learning plan
- Instructional or student achievement outcomes for the future should be determined as a product of the process



Your Experiences