

MICHIGAN DEPARTMENT OF EDUCATION
Division of Accountability Services

Principal/Assistant Principal Training for Conducting Education Evaluations Grant
Important Information

BACKGROUND

The Principal/Assistant Principal Training for Conducting Educator Evaluations Grant was authorized in Michigan Compiled Laws (MCL 388.1695) with an effective date of October 1, 2012. The Principal/Assistant Principal Training for Conducting Educator Evaluations Grant is a competitive grant that will be awarded to public schools districts for training to conduct educator evaluations to better serve teachers and students.

PURPOSE

The State Legislature appropriated \$1.75 million for the Principal/Assistant Principal Training for Conducting Educator Evaluations Grant under the School Year (SY) 2012-13 State School Aid Act, Section 95 of MCL 388.1695. For the 2013-14 school year, \$500,000 was appropriated for the Principal/Assistant Principal Training for Conducting Educator Evaluations Grant in addition to allocated funds rolled over from the 2012-13 school year.

The funds are to be used for the cost of MDE-approved training programs for principals and assistant principals for conducting educator evaluations as required under MCL 380.1249. Grant funding shall be available for training by MDE-approved training programs for the 2012-13 and 2013-14 school years.

ELIGIBLE APPLICANTS

The eligible applicants for this grant are Local Education Agencies and Public School Academies. Principals and assistant principals are the target population and will receive the benefit of training to better serve teachers and students.

For SY 2012-2013, all districts were able to apply for funds for the cost of the training up to \$350 per participant; beginning in 2013-2014, priority will be given to the four observation tools recommended by the Michigan Council for Educator Effectiveness (MCEE) in 2013 and to districts with new building administrators who have not previously received training in programs funded under this grant. Districts or principals receiving grant funds will also be required to complete a brief survey about their completed training program(s). Survey links will be provided at the end of the 2013-14 school year.

TIME PERIOD OF AVAILABILITY

The Principal/Assistant Principal Training for Conducting Educator Evaluations supports the cost associated training for conducting educator evaluations. The funds are available for MDE-approved training that occurs during SY 2013-14.

TOTAL FUNDS AVAILABLE

\$500,000 for SY 2013-14 in addition to \$1,158,800 rolled over from the previous school year allocations, for a total of \$1,658,800.

USE OF FUNDS

Funds received under this section may be used for the costs associated with the training for conducting educator evaluations. Grants will be awarded based on the following criteria:

1. Districts select one of the MDE-approved training programs for Principals and Assistant Principals for the 2013-14 school year:
 - a. Charlotte Danielson's Framework for Teaching (Charlotte Danielson Group)
 - b. The Five Dimensions of Teaching and Learning (The University of Washington, Center for Educational Leadership)
 - c. The Marzano Teacher Evaluation Model (Marzano Research Laboratory)
 - d. The Thoughtful Classroom (Silver Strong & Associates)
 - e. A Framework for Teaching: Supporting Professional Learning (Lenawee ISD)
 - f. Clarkston Community Schools Educator Evaluation Program (Clarkston Community Schools)
 - g. Effective Evaluation for Educators (Jackson ISD)
 - h. Evaluation Collaboration and Feedback Training to be Consistent and Support Teachers (Airport Community Schools)
 - i. Educator Evaluation: Together We Make Each Other Better (Michigan Association of Secondary School Principals - MASSP)
 - j. Great Lakes Bay Instructional Leadership Series for Principals and Teacher Leaders (Bay-Arenac ISD)
 - k. Supporting Teacher Growth Through Evaluation (Kent ISD)
 - l. Teacher Evaluation System(s) CUES Model (Mid-continent Research for Education and Learning)
 - m. Teacher Evaluation System(s) Standards-Based Model (Mid-continent Research for Education and Learning)
 - n. Training for Observers/Evaluators (Imlay City Community Schools)
2. Districts submit the Personnel Identification Codes (PICs) of their Principals and Assistant Principals who will receive the training for conducting educator evaluations. The district MEGS+ user should work closely with the district REP Authorized User to ensure that the PICs submitted are correct.

- a) Once the December Registry of Educational Personnel (REP) collection is finalized, the PICs and Assignment Codes submitted will be verified to be Principal or Assistant Principal roles.
- b) PICs and Assignment codes that were verified as Principals or Assistant Principals are eligible applicants.
- c) The business rules for SY 2013-14 for determining grant recipients will be applied to those eligible applicants until \$1,658,800 is exhausted. The business rules to be applied are as follows in the following order. Note that preference will be given to the four observation tools recommended by the Michigan Council for Educator Effectiveness (1.a.-d. above).

For PICs not awarded these grant funds in the 2012-13 school year, the order of awarding training grants will be:

- i. One principal (for each Building Code [BCODE] submitted)

- ii. Other/additional principal at Priority Schools (for any BCODE that is a 2012-13 Priority School)
- iii. One assistant principal at Priority Schools (for any BCODE that is a 2012-13 Priority School)
- iv. Other/additional principal at Focus Schools (for any BCODE that is a 2012-13 Focus School)
- v. One assistant principal at Focus Schools (for any BCODE that is a 2012-13 Focus School)
- vi. Other principal at schools with Red Overall Scorecard in 2012-13
- vii. One assistant principal at schools with Red Overall Scorecard in 2012-13
- viii. Other/additional principal at Reward Schools (for any BCODE that is a 2012-13 Reward School)
- ix. One assistant principal at Reward Schools (for any BCODE that is a 2012-13 Reward School)
- x. Other remaining principals at Priority Schools (for any BCODE that is a 2012-13 Priority School)
- xi. Other remaining assistant principals at Priority Schools (for any BCODE that is a 2012-13 Priority School)
- xii. Other remaining principals at Focus Schools (for any BCODE that is a 2012-13 Focus School)
- xiii. Other remaining assistant principals at Focus Schools (for any BCODE that is a 2012-13 Focus School)
- xiv. Other remaining principals at schools with Red Overall Scorecard in 2012-13
- xv. Other remaining assistant principals at schools with Red Overall Scorecard in 2012-13
- xvi. Other remaining principals at Reward Schools (for any BCODE that is a 2012-13 Reward School)
- xvii. Other remaining assistant principals at Reward Schools (for any BCODE that is a 2012-13 Reward School)
- xviii. Other remaining school administrators

For PICs awarded these grant funds in the 2012-13 school year:

- i. One principal (for each Building Code [BCODE] submitted)
- ii. Other/additional principal at Priority Schools (for any BCODE that is a 2012-13 Priority School)
- iii. One assistant principal at Priority Schools (for any BCODE that is a 2012-13 Priority School)

- iv. Other/additional principal at Focus Schools (for any BCODE that is a 2012-13 Focus School)
- v. One assistant principal at Focus Schools (for any BCODE that is a 2012-13 Focus School)
- vi. Other principal at schools with Red Overall Scorecard in 2012-13
- vii. One assistant principal at schools with Red Overall Scorecard in 2012-13
- viii. Other/additional principal at Reward Schools (for any BCODE that is a 2012-13 Reward School)
- ix. One assistant principal at Reward Schools (for any BCODE that is a 2012-13 Reward School)
- x. Other remaining principals at Priority Schools (for any BCODE that is a 2012-13 Priority School)
- xi. Other remaining assistant principals at Priority Schools (for any BCODE that is a 2012-13 Priority School)
- xii. Other remaining principals at Focus Schools (for any BCODE that is a 2012-13 Focus School)
- xiii. Other remaining assistant principals at Focus Schools (for any BCODE that is a 2012-13 Focus School)
- xiv. Other remaining principals at schools with Red Overall Scorecard in 2012-13
- xv. Other remaining assistant principals at schools with Red Overall Scorecard in 2012-13
- xvi. Other remaining principals at Reward Schools (for any BCODE that is a 2012-13 Reward School)
- xvii. Other remaining assistant principals at Reward Schools (for any BCODE that is a 2012-13 Reward School)
- xviii. Other remaining principals
- xix. Other remaining assistant principals
- xx. Other remaining school administrators

*The statutory criteria that other educator evaluation training programs must meet are as follows:

1. Contain instructional content on methods of evaluating teachers consistently across multiple grades and subjects.
2. Include training on evaluation observation that is focused on reliability and bias awareness and that instills skills needed for consistent, evidence-based observations.
3. Incorporate the use of videos of actual lessons for applying rubrics and consistent scoring.
4. Align with recommendations of the Michigan Council for Educator Effectiveness.

5. Provide ongoing support to maintain inter-rater reliability. As used in this subdivision, "inter-rater reliability" means a consistency of measurement from different evaluators independently applying the same evaluation criteria to the same classroom observation.

CLOSING DATE AND SUBMISSION INSTRUCTIONS

The Consolidation of Operation of Operations or Services application consists of assurances, narrative, budget. All eligible applicants must initiate and submit an application in the Michigan Electronic Grants System Plus (MEGS+). Only a MEGS Authorized Official (Level 5) may initiate and submit the grant application. All applications must be submitted by March 30, 2014.

The tentative time frame for the operation of this grant program includes these major milestones:

- February 2014 – Approved MDE Training programs are announced and MEGS+ opens for districts to submit applications for the selection of an MDE-approved training programs for SY 2013-14. Applicants will submit PICs for principals and assistant principals who will receive training or have already received training during the SY 2013-14.
- March 30, 2014 – Application due date.
- April 2014 – Competitive reviews begin and end.
- May 2014 – Awards announced, grant funds available in subsequent state school aid payments.
- June 30, 2014 – Last date to use awarded grant funds for the SY 2013-14. Follow up surveys will be emailed to school districts awarded grant funds. The surveys are to be completed by the school district or principal grantees for the 2013-2014 school year, providing information about they training program(s) completed using the grant funds.

ASSURANCES OF ACCURACY

A district receiving funds under this section shall use the funds only for department-approved training programs under this section.

Follow up surveys shall be completed by the school district or principal grantees for the 2013-2014 school year, providing information about the training program(s) completed using the grant funds.

If during the implementation of any funded project, MDE establishes that inaccurate or false information was provided in the application, the grant may be rescinded.

REJECTION OF PROPOSALS

MDE reserves the right to reject any and all applications not meeting all criteria in this announcement.

SELECTION OF THE AWARD RECIPIENTS

This grant will be awarded through a competitive process where the business rules will be applied to the PICs submitted for SY 2013-14.

LENGTH OF AWARD

Funding will be effective following the Superintendent of Public Instruction approval of grant awards with an ending date of June 30, 2014.

PAYMENT SCHEDULE

Payments to the grantee will be made available upon receipt of a Grant Award Notification from MDE. Payment will be made through the *State Aid system* for training for conducting educator evaluations through an MDE-approved training program during the 2013-14 school year.

QUESTIONS

Questions regarding principal training grants and programs should be directed to the Office of Evaluation, Strategic Research and Accountability (OESRA) at MDE-Accountability@michigan.gov or 877-560-8378.