

EDUCATOR EVALUATIONS

Presentation to the State Board
of Education

October 13, 2015



The purpose of educator evaluations is to support effective teaching and improve student learning.

CURRENT CONTEXT

2009-Present

MICHIGAN STATUTE

Initial legislation enacted in 2009

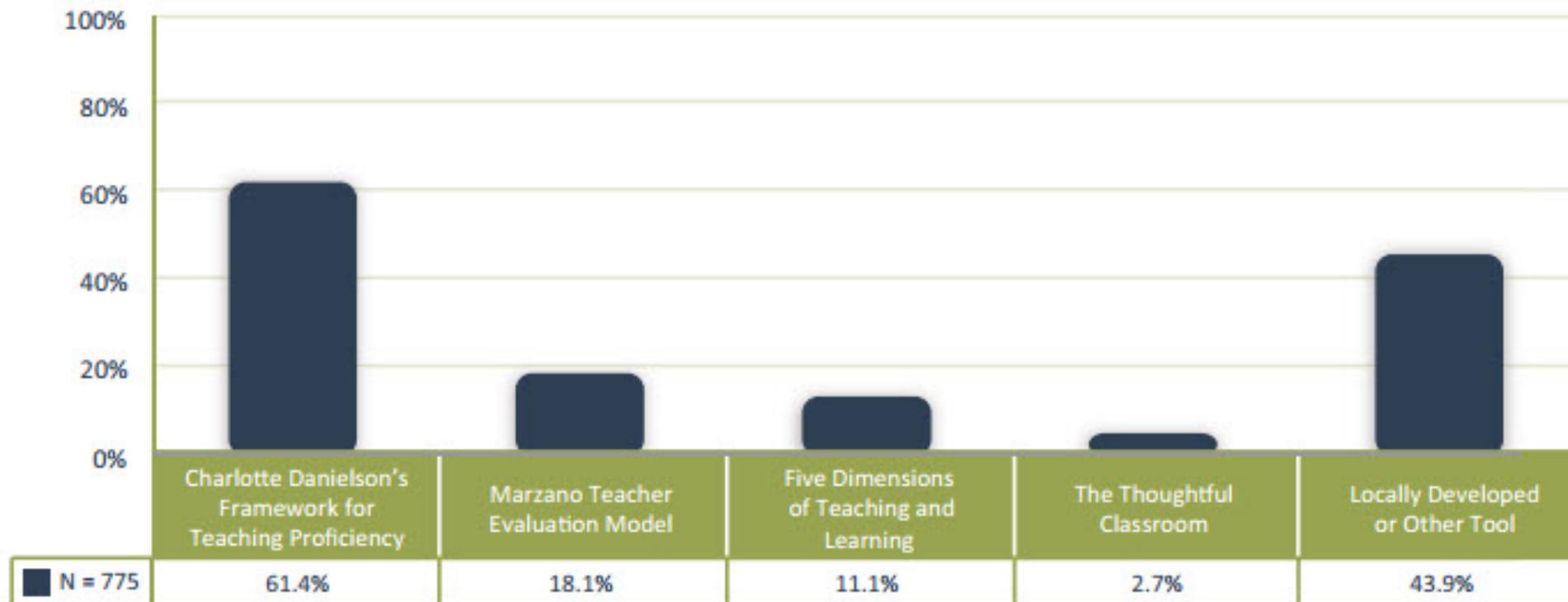
- Required annual evaluations to begin in 2011-12
- Created space for additional legislation to shape the statewide system, including convening of the Michigan Council for Educator Effectiveness
 - Convened in 2011; Final recommendations in 2013

Updates to MCL 380.1249

- PA 257 (2014)
 - Requires student growth to be measured, at least in part, by state assessments for teachers of tested grades and subjects
 - Requires full implementation of educator evaluations starting in 2015-16
- Legislation introduced in current session
 - Senate Bill 103 (Pavlov)
 - Currently in House Education Committee

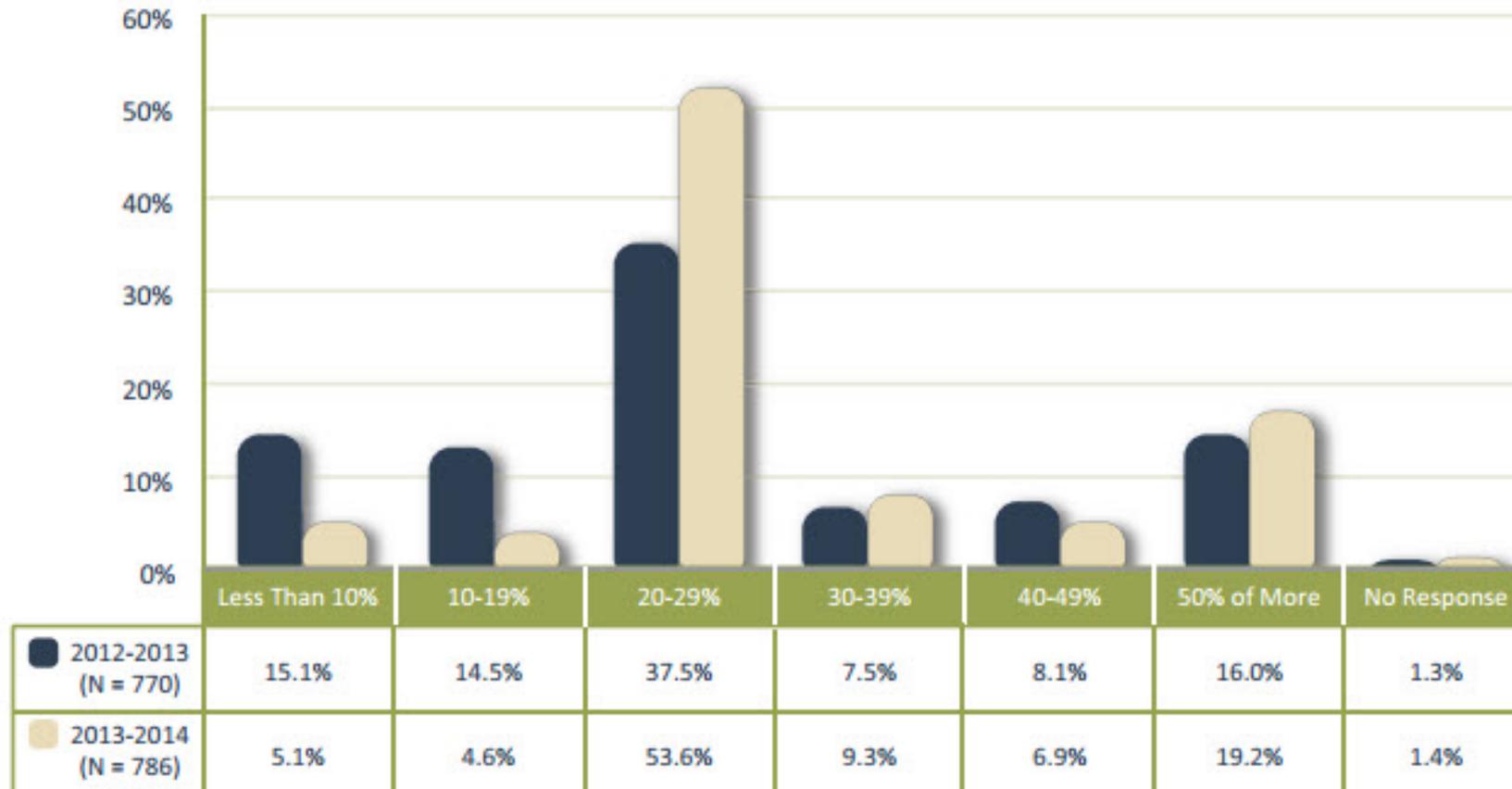
STATEWIDE IMPLEMENTATION

Frameworks Used in Local Evaluations of Teacher Professional Practice, 2013-2014



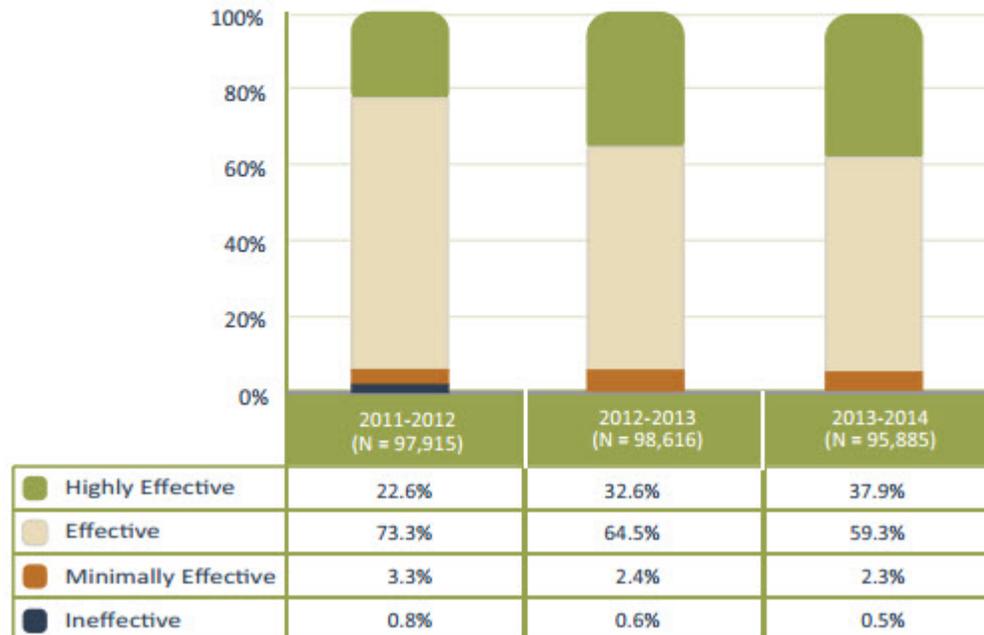
STATEWIDE IMPLEMENTATION

Percent of Evaluations Based on Student Growth, 2012-2013 vs. 2013-2014



STATEWIDE IMPLEMENTATION

Distribution of Teacher Effectiveness Ratings,
2011-2012 vs. 2012-2013 vs. 2013-2014



GUIDING PRINCIPLES

MDE GUIDING PRINCIPLES

1. Educator evaluations are a best practice for improving student achievement.
2. Michigan needs a consistent educator evaluation system focused on improving instruction and supporting educators in continuously improving their practice in order to be a top-ten-performing state.
3. The key elements of a consistent and effective educator evaluation system are
 - Consistent observation tools and practice, including inter-rater reliability;
 - Consistent approaches to determining student growth and combining student growth with observation data to determine a final evaluation rating; and
 - The seamless integration of educator evaluations with professional learning.

MDE'S PROPOSED PLAN FOR 2015-16

DEVELOP ON-DEMAND TECHNICAL ASSISTANCE

MDE will develop, deploy and maintain guidance on technical foundations of educator evaluations, including

- Student growth percentiles (SGP)
- Student learning objectives (SLO)
- Conducting high-quality observations and feedback to educators
- Connecting evaluations to professional learning to improve practice

FLOW FUNDS TO DISTRICTS FOR TRAINING AND SUPPORT

Approximately \$12 million in State Aid funds will flow to ISDs to make training and support in the four MCEE-recommended teacher evaluation models available to all LEAs.

- Host vendor-developed trainings to maximize economies of scale
- Provide wrap-around supports to LEAs to problem-solve local implementation issues
- Incentivizes, but does not require LEAs to choose from the four MCEE-recommended models

Additional funds will flow to ISD regions to support on-site staffing to work directly with LEAs on training and implementation.

RESEARCH AND EVALUATE

In order to inform additional training and support needs and further development of Michigan's educator evaluation system, the MDE will coordinate

- Research and/or field study on local barriers to implementation
- Research and/or field study on local best practices in implementation that may be shared and/or scaled
- Development of a plan to support administrator evaluations beginning in 2016-2017
- Pilot study of school culture and climate surveys for potential use in educator evaluations and/or state accountability measures

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