



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING



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SUPERINTENDENT OF  
PUBLIC INSTRUCTION

**MEMORANDUM**

**TO:** State Board of Education

**FROM:** Michael P. Flanagan 

**DATE:** November 27, 2006

**SUBJECT:** Presentation on School Improvement Indicators in Education YES!

In December 2005, the State Board of Education approved the School Improvement Framework for use in Michigan's schools. Since the inception of the Framework, one of its intended uses has been alignment to the Education YES! process so that Michigan's schools would have a unified approach to continuous school improvement and public reporting.

Currently, Education YES! grades are based on three components: Achievement Status, Achievement Change, and the Performance Indicators. (Attachment A) Each represents one-third of the grade received by a school. There are currently 11 Performance Indicators. The grade for the eleven indicators is dependent upon the school's response to 31 components in MI-PLAN. Each series of components results in an aggregate score for one of the indicators.

Utilizing the rubrics written for the School Improvement Framework, the Department secured the services of Dr. Brian McNulty to determine which of the key characteristics were evidence bearing and could lead to significant change within a school building. Dr. McNulty completed a study of educational research and recommended those key characteristics that would serve as meaningful Performance Indicators in Education YES! A copy of the rubric's 90 key characteristics and those 39 selected to serve as Performance Indicators is attached. (Attachment B)

During the 2006-2007 school year, the Department proposes to conduct a statewide pilot study of the indicators through the Education YES! process. This statewide pilot will result in school self-ratings and evidence related to the School Improvement Framework. Schools' scoring for the indicator portion of Education YES! for 2006-07 will be based on this report. This is due to the lengthy timeline to make formal changes in the Education YES! policy. Section 1280 of the Revised School Code requires that the Department conduct public hearings and that the legislative committees approve changes in accreditation policy. Staff plan to present proposed changes in accreditation policy at a future meeting of the State Board of Education. The changes will address the measurement of student progress (growth), and the transition to the Michigan Merit Examination, as well as the Performance Indicators.

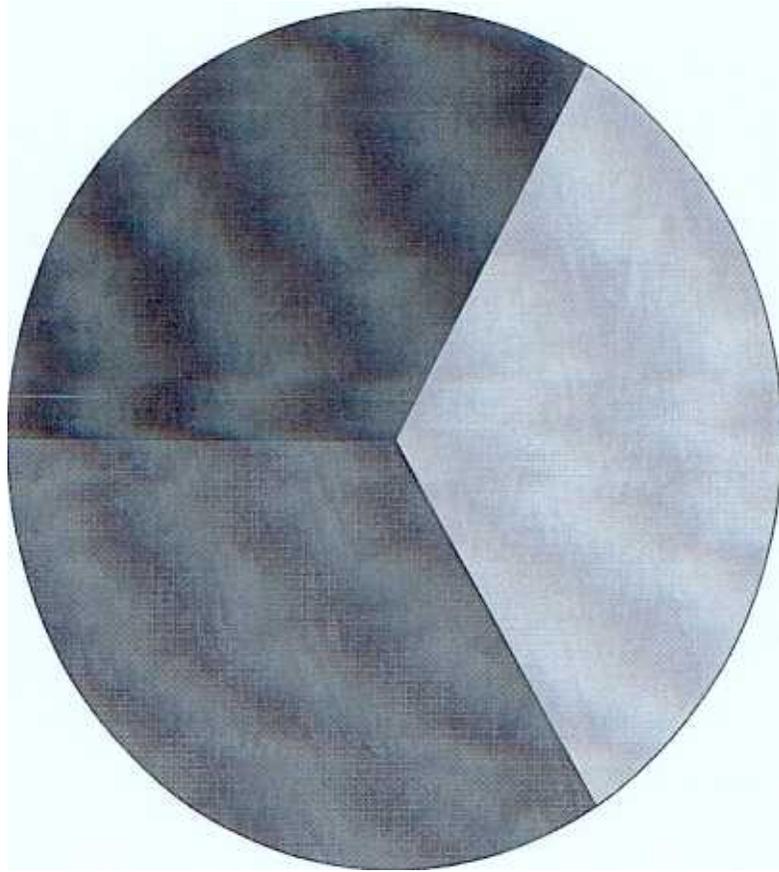
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# Education YES!

Achievement  
Status



Achievement  
Change

Indicators



**Performance Indicators for Education YES!**

**School Improvement Framework  
STRANDS**

<b>I: TEACHING FOR LEARNING (11)</b>	<b>II: LEADERSHIP (10)</b>	<b>III: PERSONNEL &amp; PROFESSIONAL LEARNING (6)</b>	<b>IV: SCHOOL &amp; COMMUNITY RELATIONS (5)</b>	<b>V: DATA &amp; INFORMATION MANAGEMENT (7)</b>
<b>ST 1: CURRICULUM</b>	<b>ST 1: INSTRUCTIONAL LEADERSHIP</b>	<b>ST 1: PERSONNEL QUALIFICATIONS</b>	<b>ST 1: PARENT/FAMILY INVOLVEMENT</b>	<b>ST 1: DATA MANAGEMENT</b>
<i>BE A: Aligned, Reviewed and Monitored</i>	<i>BE A: Educational Program</i>	<i>BE A: Requirements</i>	<i>BE A: Communication</i>	<i>BE A: Data Generation, Identification, and Collection</i>
KC 1: Curriculum Document KC 2: Standards Alignment KC 3: Articulated Design KC 4: Curriculum Review KC 5: Inclusive	KC 1: Knowledge of Curriculum, Instruction, and Assessment KC 2: Knowledge & Use of Data KC 3: Technology KC 4: Knowledge of Student Development & Learning KC 5: Knowledge of Adult Learning KC 6: Change Agent KC 7: Focus on Student Results	KC 1: Certification/Requirements KC 2: NCLB (Highly Qualified)	KC 1: Methods KC 2: Diversity	KC 1: Purpose KC 2: Systematic KC 3: Multiple Types KC 4: Multiple Sources KC 5: Technical Quality
<i>BE B: Communicated</i>	<i>BE B: Instructional Support</i>	<i>BE B: Skills, Knowledge &amp; Dispositions</i>	<i>BE B: Engagement</i>	<i>BE B: Data Accessibility</i>
KC 1: Staff KC 2: Students KC 3: Parents	KC 1: Monitoring KC 2: Coaching & Facilitating KC 3: Evaluation KC 4: Clear Expectations KC 5: Collaboration & Communication	KC 1: Content Knowledge KC 2: Communication KC 3: School/Classroom Management KC 4: Collaboration KC 5: Student-Centered KC 6: Technology	KC 1: Volunteering KC 2: Extended Learning Opportunities KC 3: Decision-Making	KC 1: Retrievable KC 2: Security <i>BE C: Data Support</i> KC 1: Process KC 2: Tools
<b>ST 2: INSTRUCTION</b>	<b>ST 2: SHARED LEADERSHIP</b>	<b>ST 2: PROFESSIONAL LEARNING</b>	<b>ST 2: COMMUNITY INVOLVEMENT</b>	<b>ST 2: INFORMATION MANAGEMENT</b>
<i>BE A: Planning</i>	<i>BE A: School Culture &amp; Climate</i>	<i>BE A: Collaboration</i>	<i>BE A: Communication</i>	<i>BE A: Analysis &amp; Interpretation</i>
KC 1: Content Appropriateness KC 2: Developmental Appropriateness KC 3: Reflection and Refinement	KC 1: Safe and Orderly KC 2: Learning Focused KC 3: Inclusive & Equitable KC 4: Collaborative Inquiry KC 5: Data-Driven Culture KC 6: Collaborative Decision-Making Process	KC 1: Staff Participates in Learning Teams KC 2: Staff Collaboratively Analyze Student Work	KC 1: Methods KC 2: Diversity	KC 1: Analysis KC 2: Dialogue about Meaning
<i>BE B: Delivery</i>	<i>BE B: Continuous Improvement</i>	<i>BE B: Content &amp; Pedagogy</i>	<i>BE B: Engagement</i>	<i>BE B: Applications</i>
KC 1: Delivered Curriculum KC 2: Best Practice KC 3: Student Engagement	KC 1: Shared Vision & Mission KC 2: Results-Focused Plan KC 3: Implemented KC 4: Monitored	KC 1: Uses Best-Practices KC 2: Applies Curriculum Content KC 3: Induction/Mentoring/Coaching	KC 1: Business Community KC 2: Educational Institutions KC 3: Community Agencies KC 4: Collaboration	KC 1: Dissemination KC 2: Data-Driven Decision Making
<b>ST 3: ASSESSMENT</b>	<b>ST 3: OPERATIONAL &amp; RESOURCE MANAGEMENT</b>	<i>BE C: Alignment</i>		
<i>BE A: Aligned to Curriculum &amp; Instruction</i>	<i>BE A: Resource Allocation</i>	KC 1: Aligned KC 2: Job-embedded KC 3: Results-driven		
KC 1: Alignment/Content Validity KC 2: Consistency/Reliability KC 3: Multiple Measures	KC 1: Human Resources KC 2: Fiscal KC 3: Equipment and Materials KC 4: Time KC 5: Space			
<i>BE B: Data Reporting &amp; Use</i>	<i>BE B: Operational Management</i>			
KC 1: Reporting KC 2: Informs Curriculum and Instruction KC 3: Meets Student Needs	KC 1: State and Federal KC 2: District KC 3: School			

**Key**

ST: Standard  
BE: Benchmark  
KC: Key Characteristic  
Highlighted KC is Performance Indicator for EdYES!