STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

RICK SNYDER
GOVERNOR

BRIAN J. WHISTON
STATE SUPERINTENDENT

MEMORANDUM

DATE: August 25, 2015

TO: State Board of Education

FROM: Brian J. Whiston, Chairman

SUBJECT: Presentation on Educator Evaluations

In 2009, Michigan Compiled Law (MCL) 380.1249 of The Revised School Code was enacted, requiring school districts to conduct annual performance evaluations for teachers and administrators beginning in the 2011-2012 school year.

Over the last four years, districts have been hard at work implementing local evaluation systems that meet basic requirements defined by law. The variation in local systems makes direct comparison of district effectiveness ratings and systems extremely difficult because the criteria used to determine "effectiveness" in one district may be very different than those used in another. While there still is work to be done, the fact that every Michigan educator is now evaluated, and that the evaluations must be based in part on student achievement data, represents a remarkable accomplishment for Michigan's educational system.

The Michigan Department of Education (MDE) is proposing a plan of action for 2015-2016 to support districts in implementing effective educator evaluations that support effective teaching and improve student learning. The plan seeks to incentivize a move to more standardized evaluation tools across districts in order to better understand the workforce needs of Michigan's schools as well as better target MDE's technical assistance and customer service activities in support of quality evaluations.

This plan will be presented to the State Board of Education at the September 8, 2015 meeting for discussion.

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