

July 2013

# Building an Improvement-Focused System of Educator Evaluation in Michigan: Final Recommendations



**MC** Michigan  
**EE** Council for  
Educator  
Effectiveness

## *Unpacking the MCEE Recommendations*

Presentation to the Michigan  
State Board of Education  
September 10, 2013

# About This Presentation

---

- ▶ **What this presentation is**
  - ▶ A factual summary of the recommendations of the Michigan Council for Educator Effectiveness (MCEE) as embodied in its July 2013 report
- ▶ **What this presentation is NOT**
  - ▶ An exhaustive review of the MCEE recommendations
  - ▶ A description of future requirements (they are recommendations only at this point)

## MCEE Vision

---

**Develop a fair, transparent, and feasible evaluation system for teachers and school administrators. The system will be based on rigorous standards of professional practice and of measurement. The goals of this system are to contribute to enhanced instruction, improve student achievement, and support ongoing professional learning.**

# Big Ideas

---

## ▶ Timeline

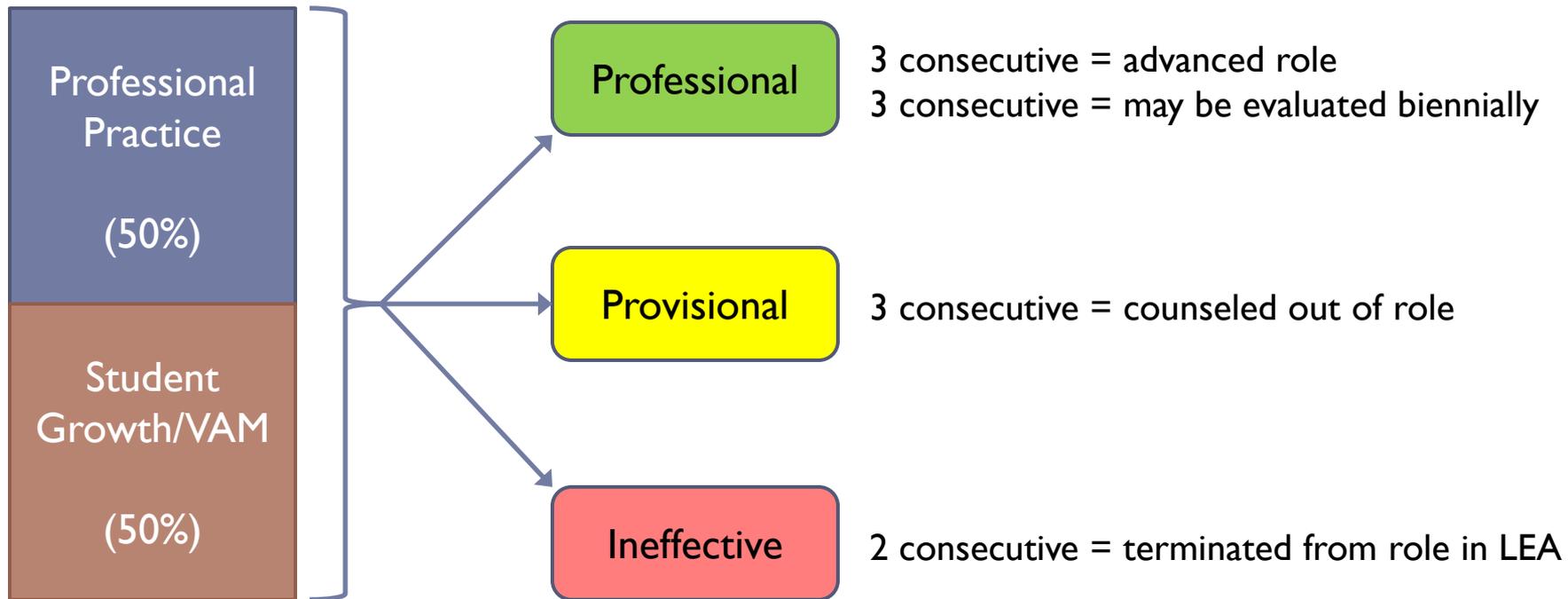
- ▶ 2013-14 school year
  - ▶ Legislation and RFP/contract development
- ▶ 2014-15 school year
  - ▶ Systems, guidelines, and training development
- ▶ 2015-16 school year
  - ▶ Implementation of the new statewide system
- ▶ Continue existing local systems until 2015-16
- ▶ Emphasis on feedback and improvement
  - ▶ Training is key
  - ▶ Results protected from disclosure

# Teacher Evaluation

Recommendations

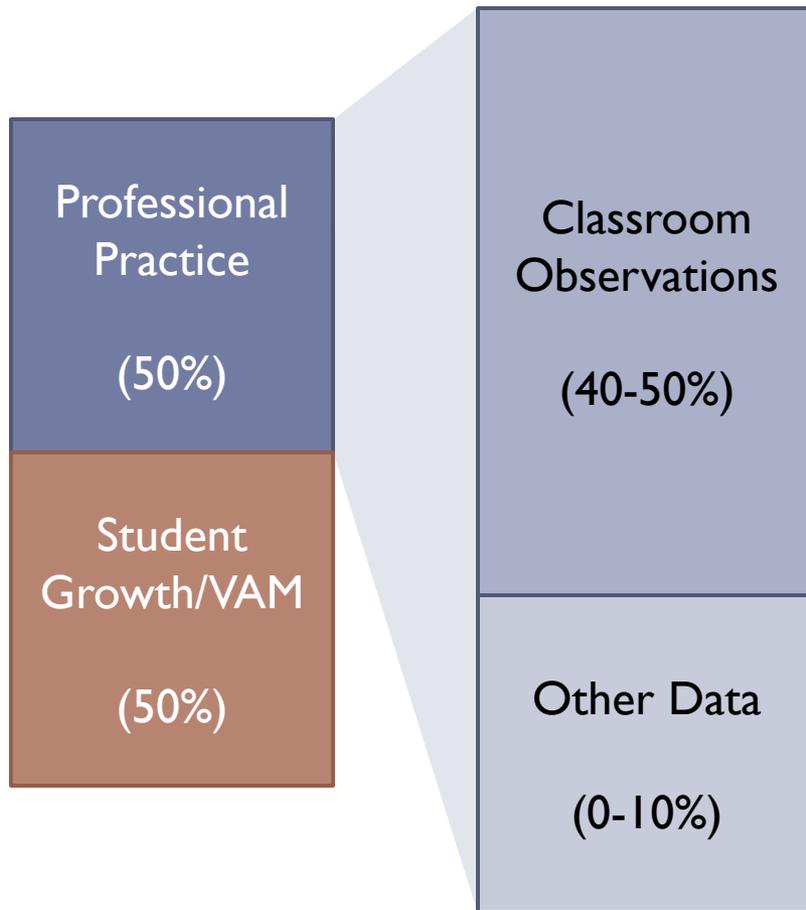
# Teacher Evaluation

---

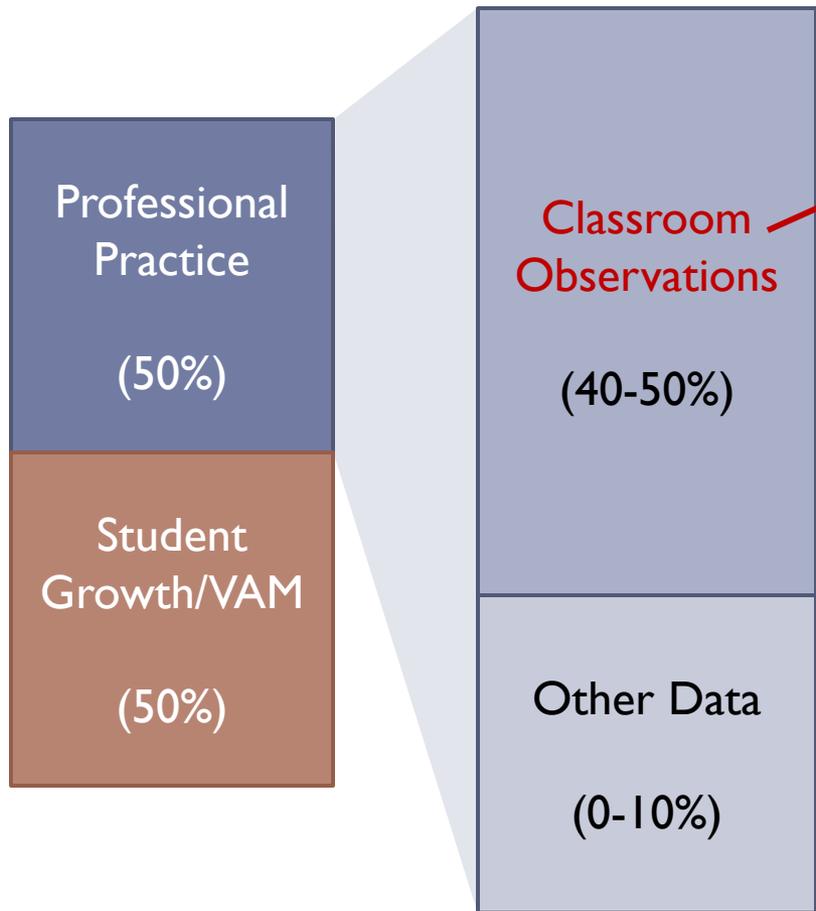


# Teacher Evaluation

---



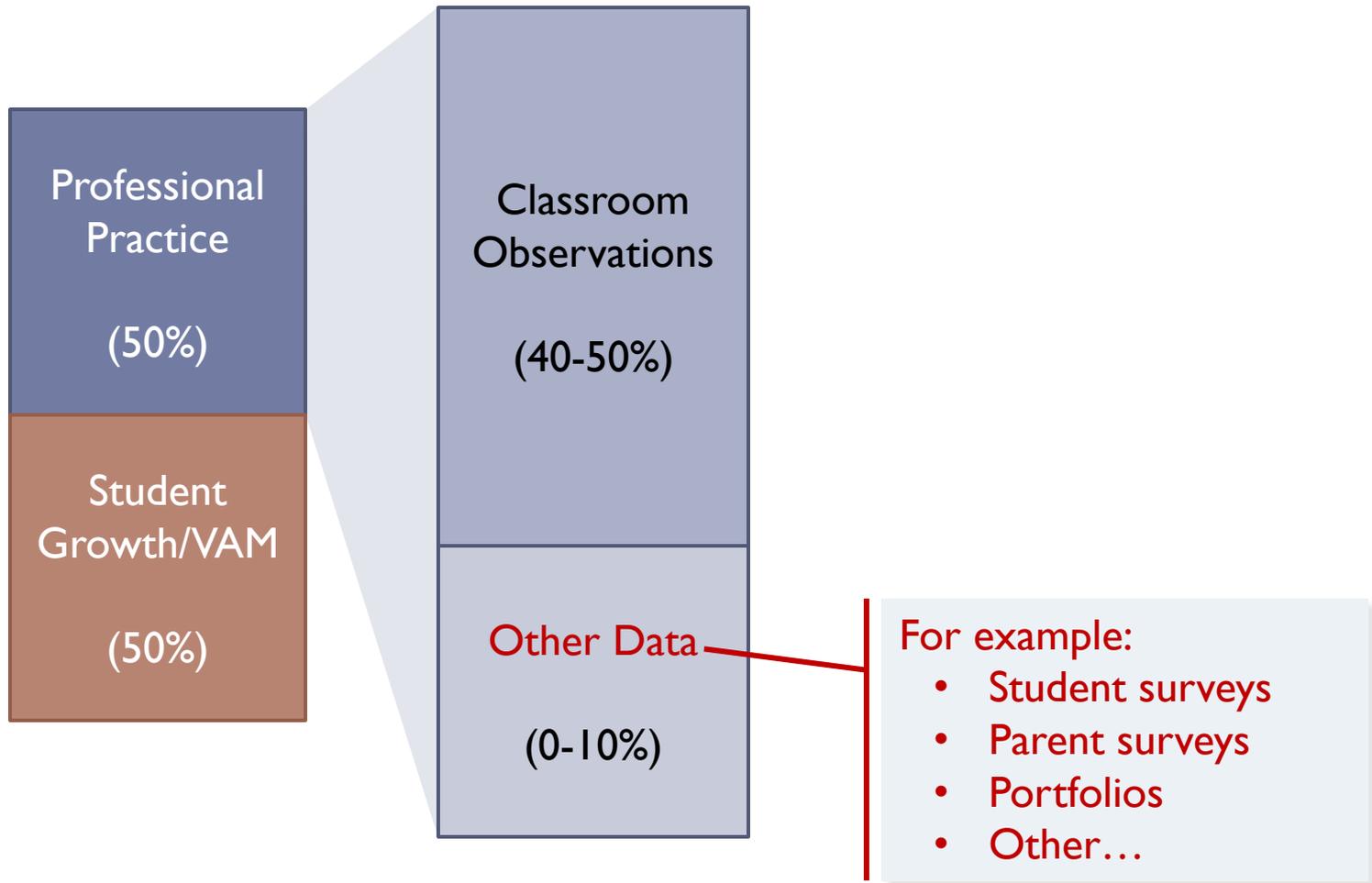
# Teacher Evaluation



- State to issue RFP for an observation system. May be bid on by the four vendor systems that were piloted.
- State to award a contract to only one vendor, and pay for training and system use on behalf of districts.

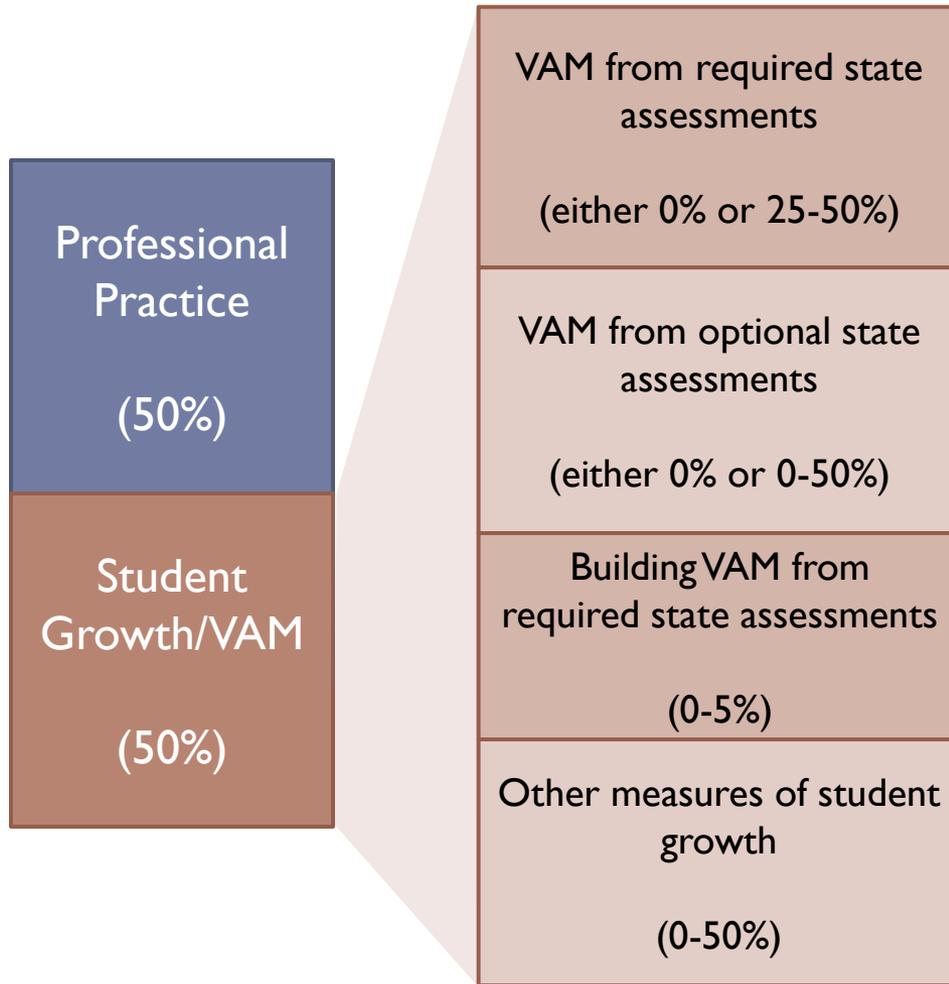
# Teacher Evaluation

---

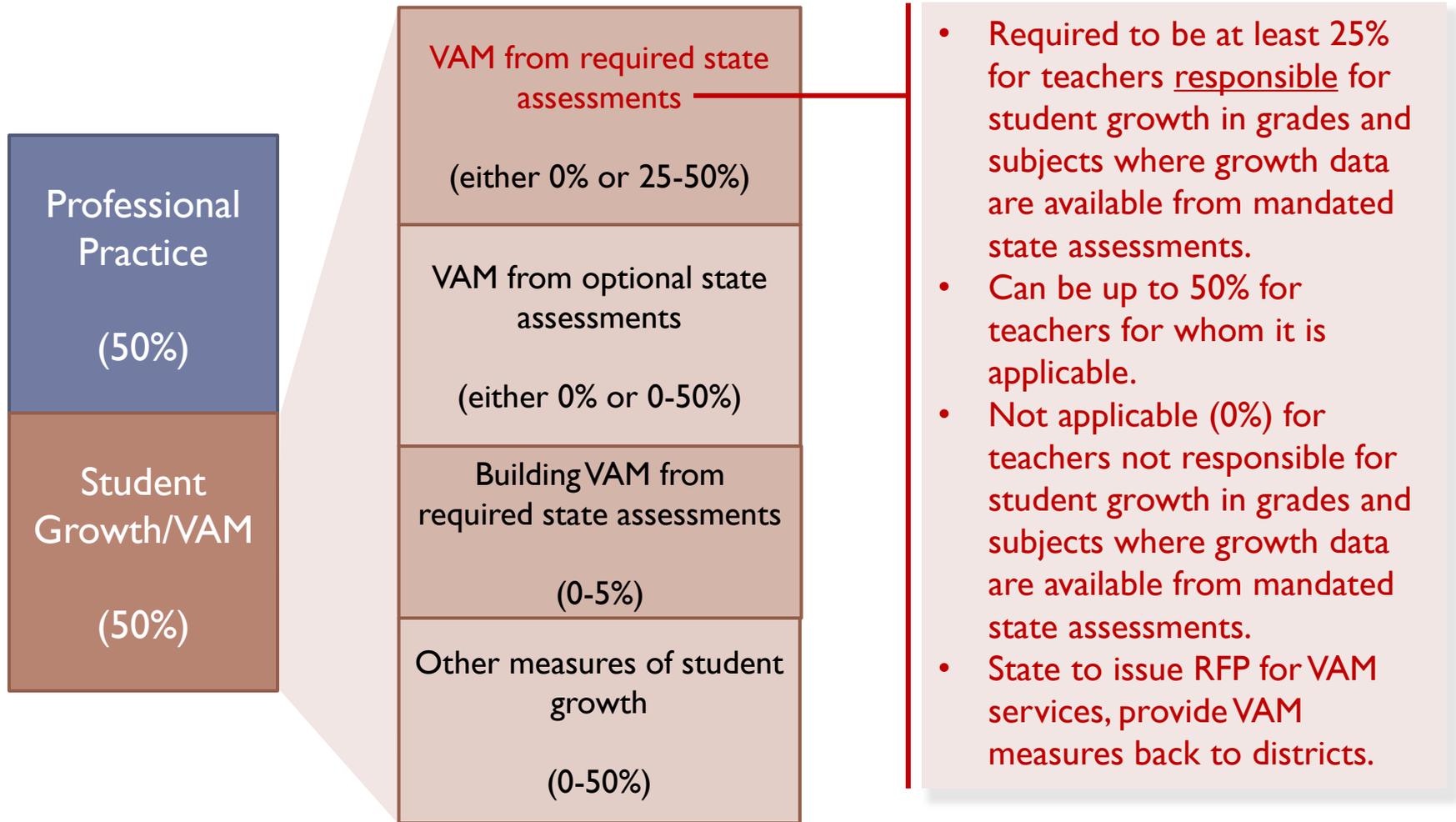


# Teacher Evaluation

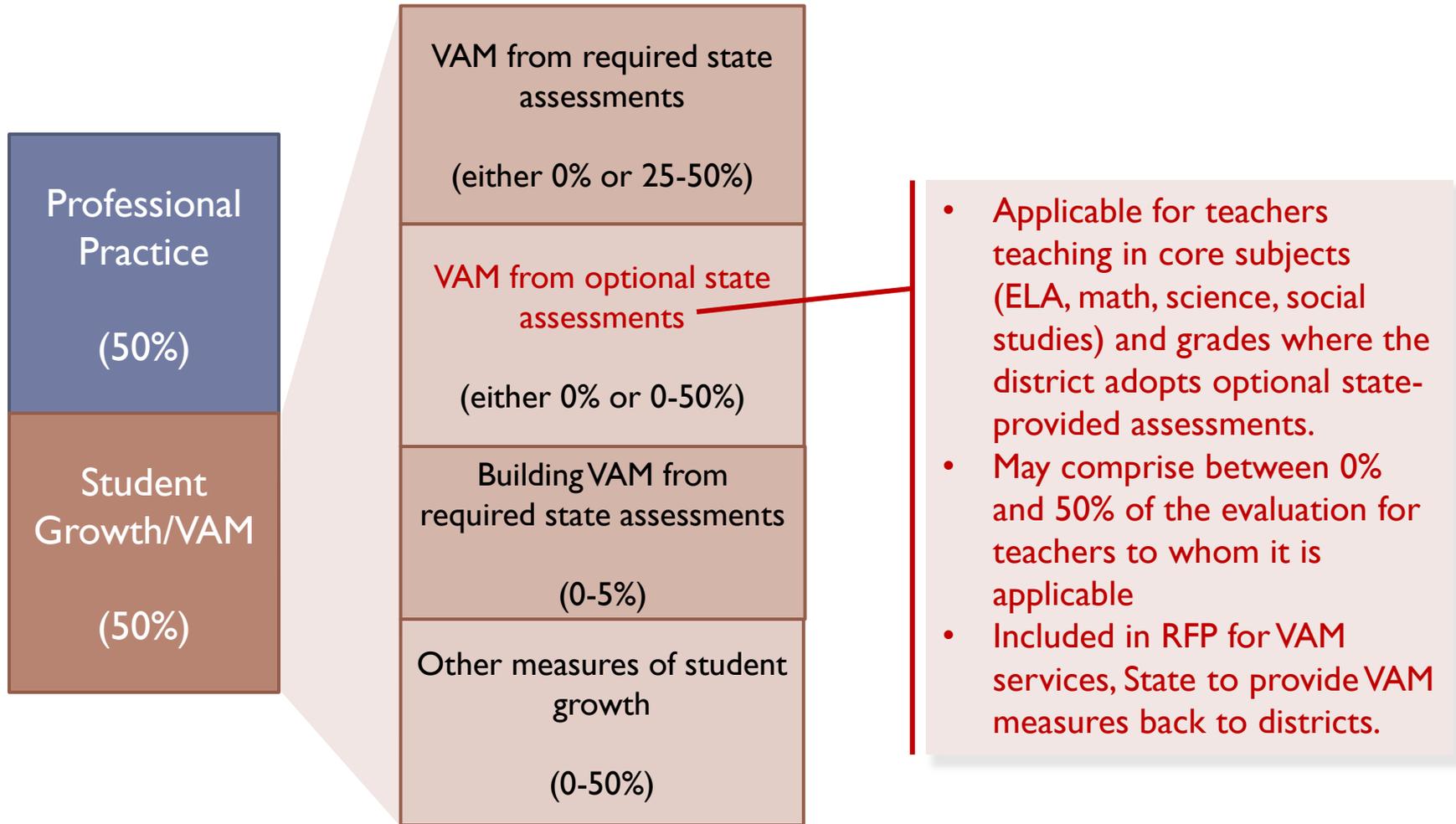
---



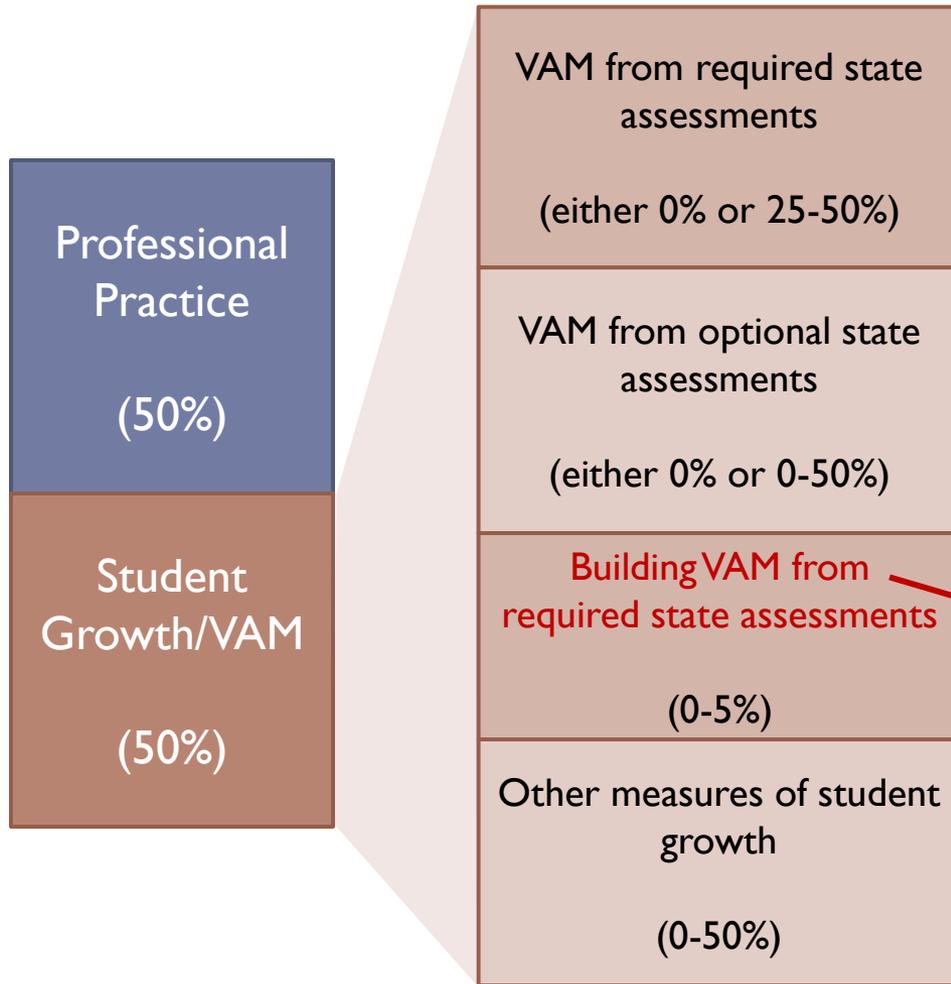
# Teacher Evaluation



# Teacher Evaluation

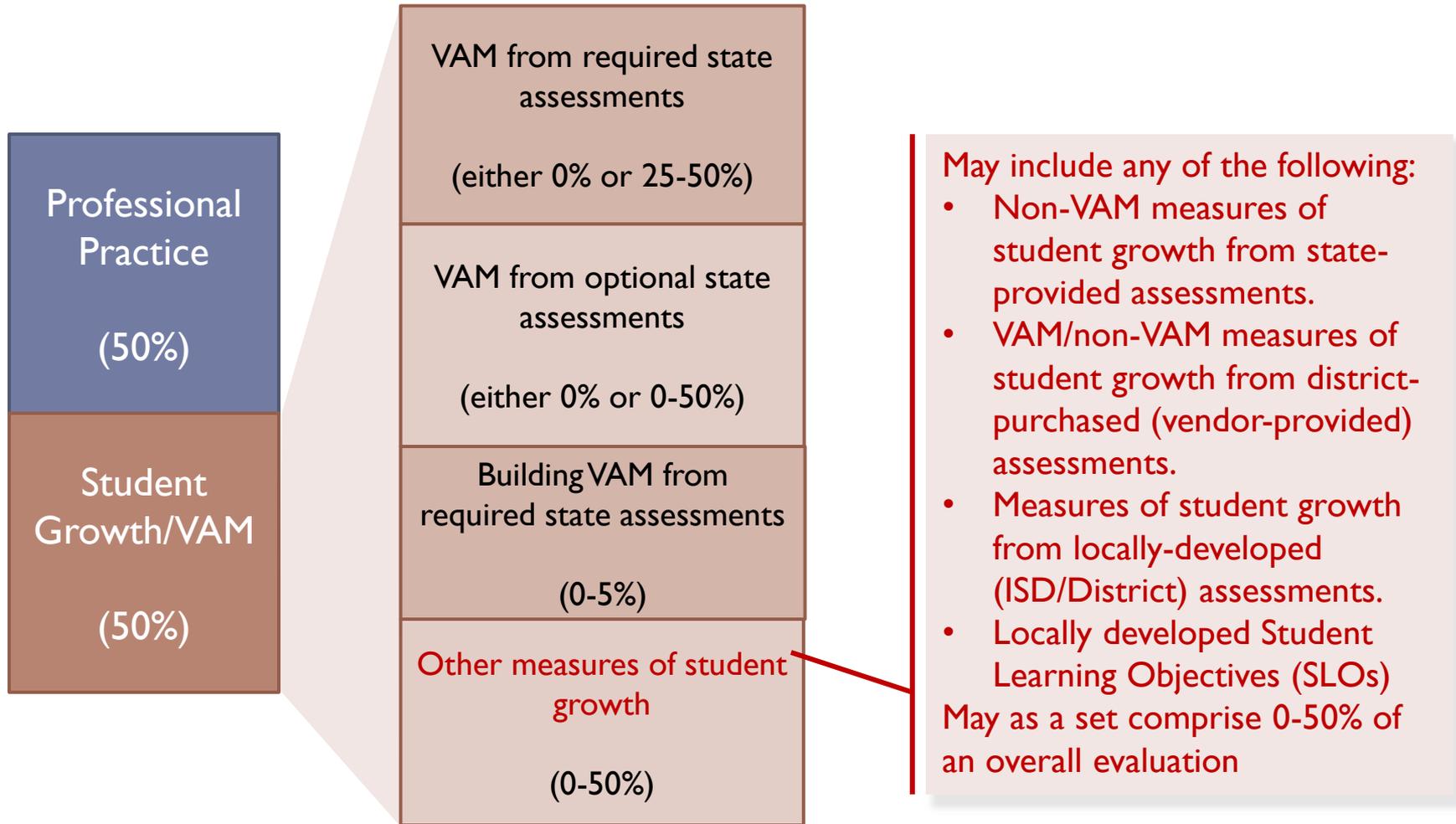


# Teacher Evaluation



- VAM scores can be provided for individual teachers or for buildings as a whole.
- Allowing for building VAM scores to be applied to an individual teacher's overall evaluation encourages teamwork.
- Limited to a small percentage to assure that a strong majority of student growth contributing to an individual teacher's evaluation comes directly from that teacher's students.

# Teacher Evaluation



# Teacher Evaluation

**Example 50/50 combination of professional practice and student growth to create an overall rating**

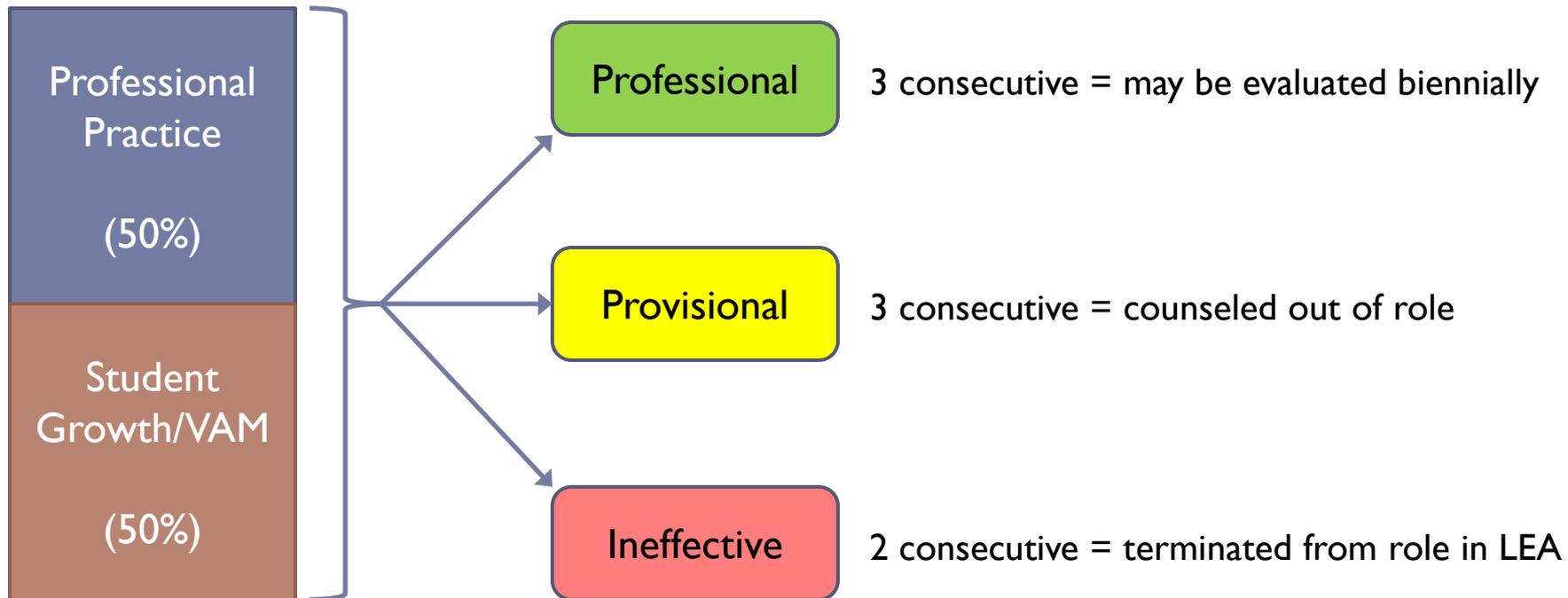
		Professional Practice		
		Professional	Provisional	Ineffective
Student growth	Meets expectations	Professional	Professional	Provisional
	Does not fully meet expectations	Professional	Provisional	Ineffective
	Below expectations	Provisional	Ineffective	Ineffective

# Administrator Evaluation

Recommendations

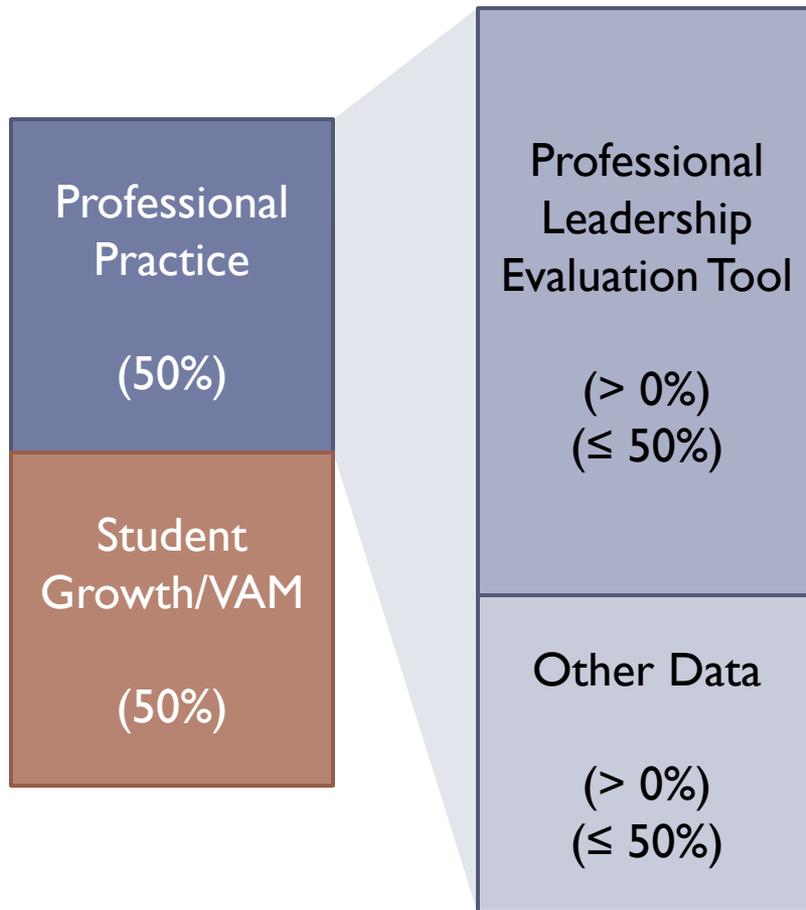
# Administrator Evaluation

---

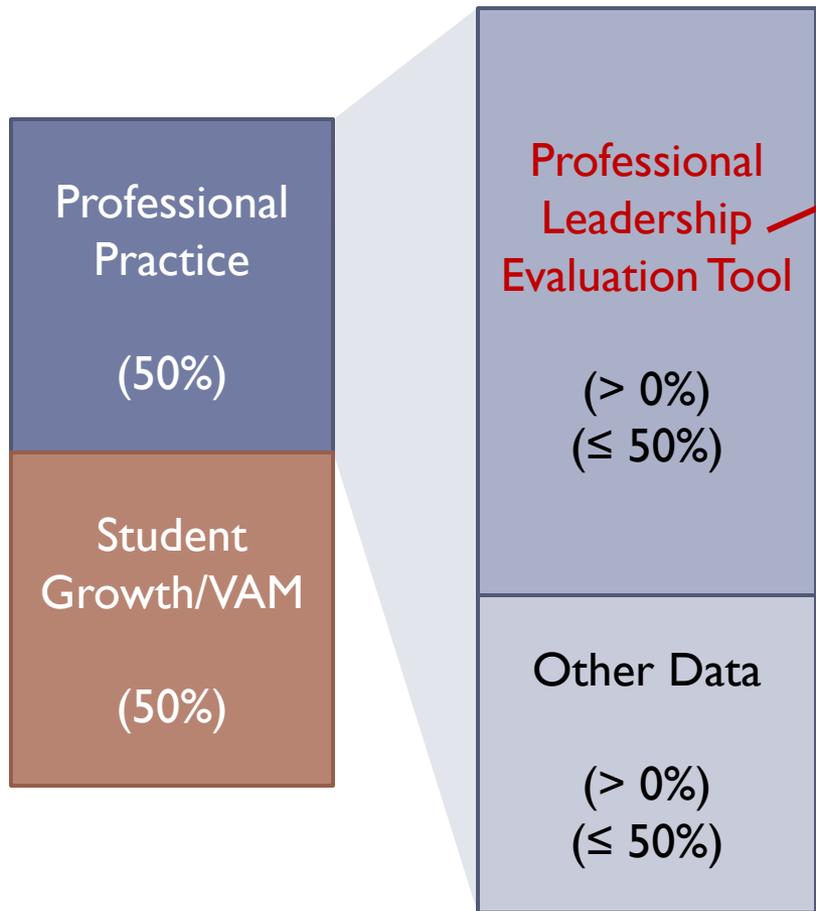


# Administrator Evaluation

---

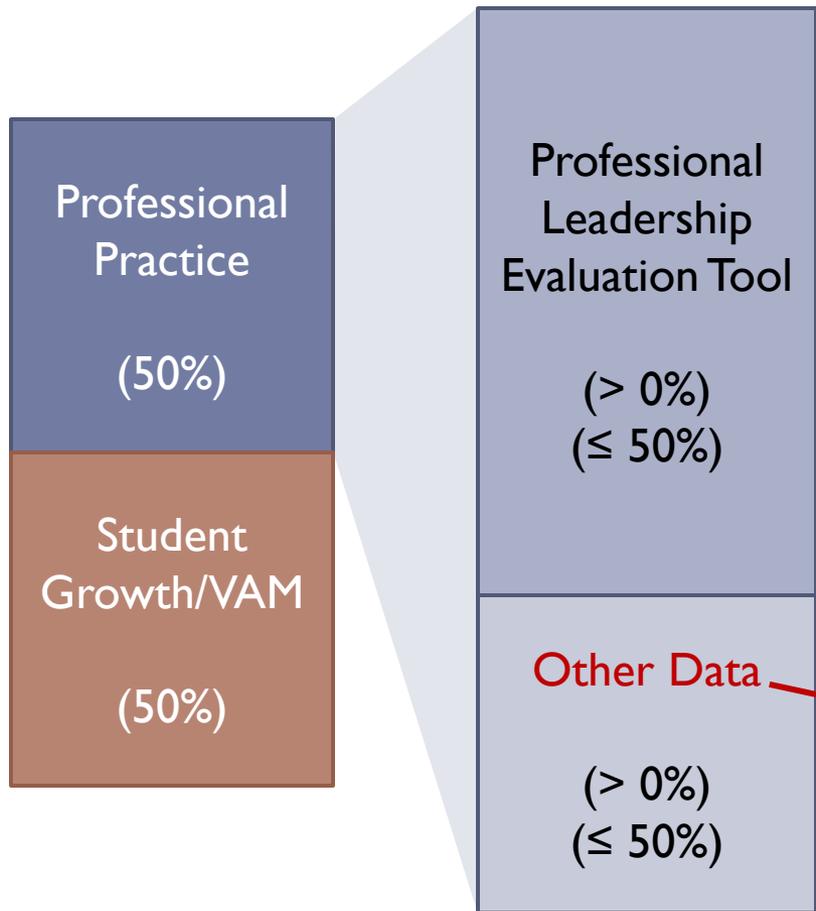


# Administrator Evaluation



- State to issue RFP for a professional leadership evaluation tool system. May be bid on by the two vendors listed in the report.
- State to award a contract to only one vendor, and pay for training and system use on behalf of districts.

# Administrator Evaluation



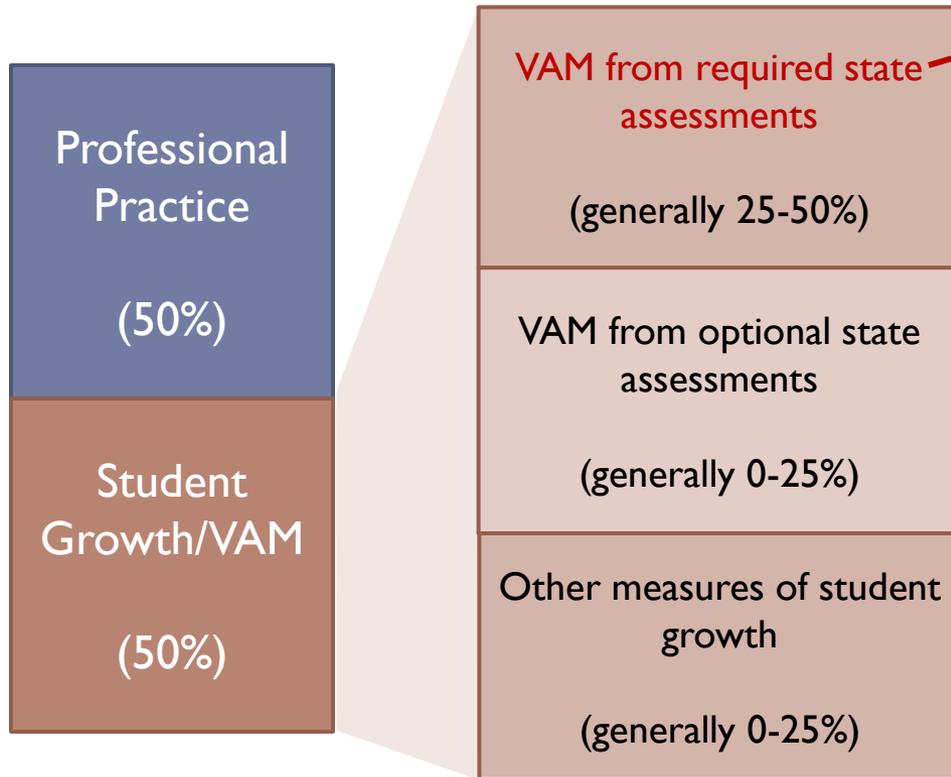
## Must include:

- Proficiency in conducting evaluations
- Progress made on school improvement plan
- Attendance rates
- Student, parent, and teacher feedback

## May include:

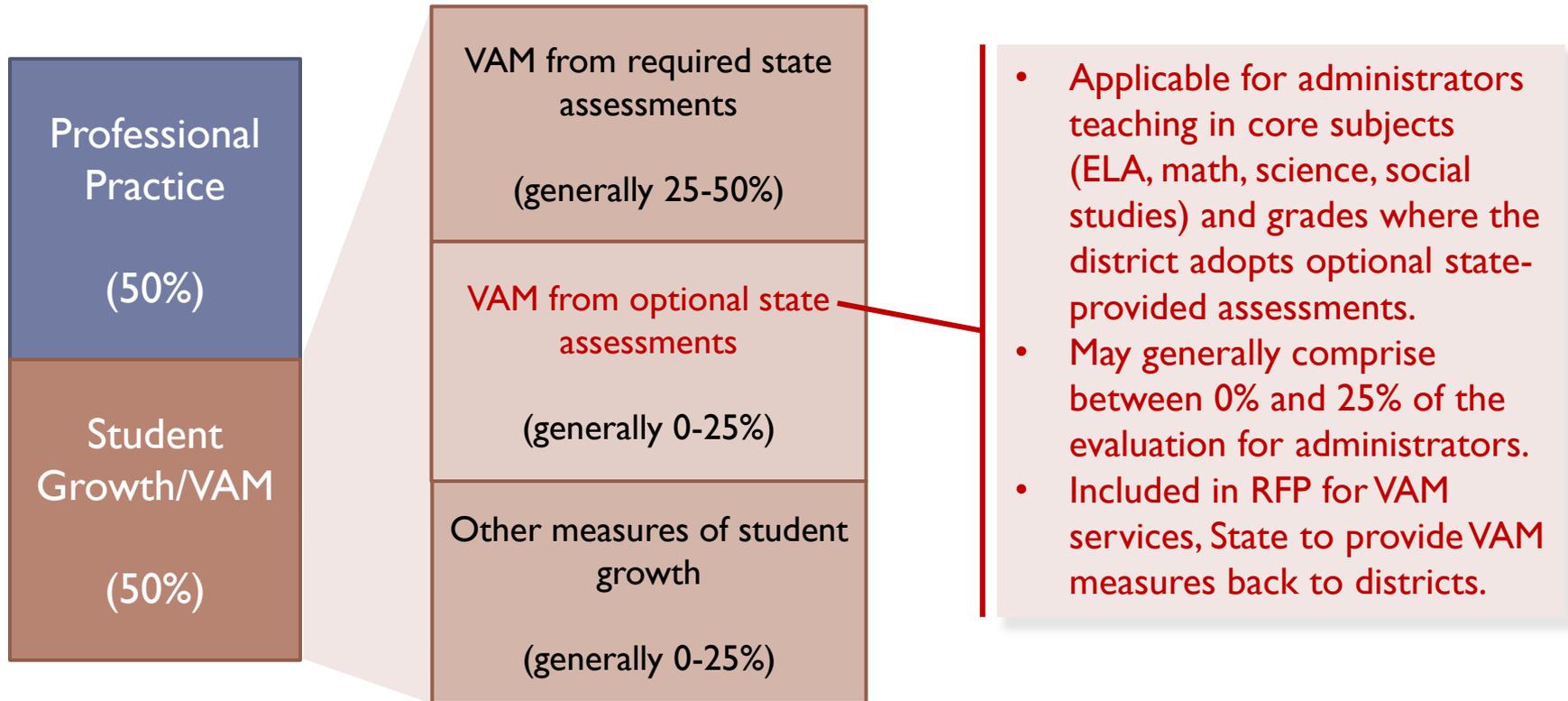
- Professional contributions
- Peer input
- Training/professional development
- Other...

# Administrator Evaluation

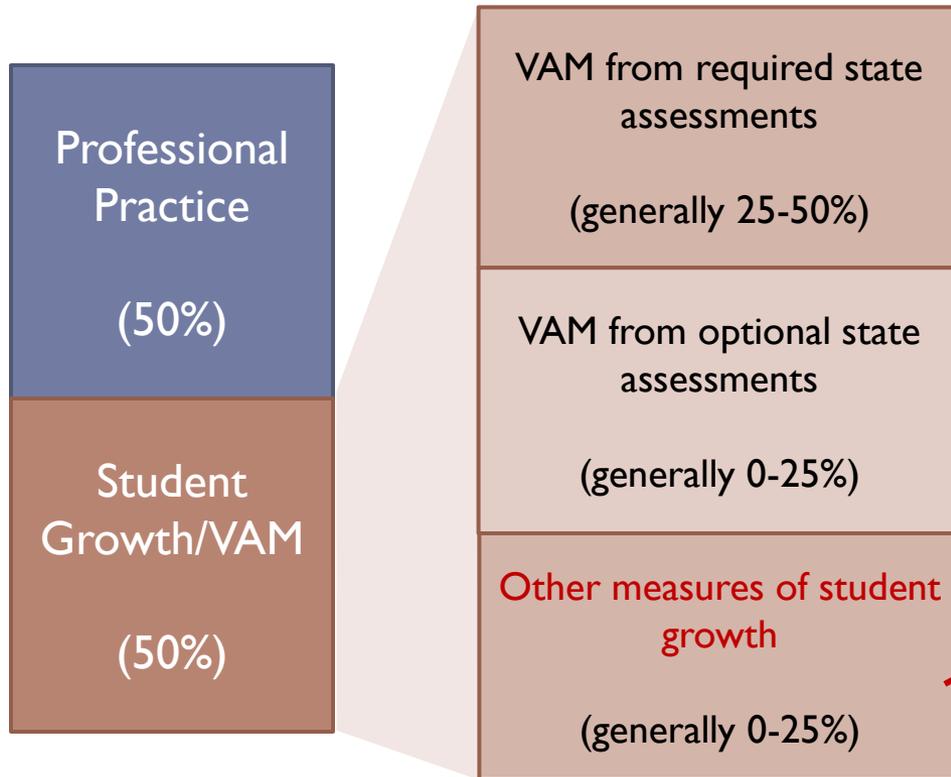


- Required to be at least 25% for administrators responsible for student growth in grades and subjects where growth data are available from mandated state assessments.
- Can be up to 50% for administrators for whom it is applicable.
- State to issue RFP for VAM services, provide VAM measures back to districts.

# Administrator Evaluation



# Administrator Evaluation



May include any of the following:

- Non-VAM measures of student growth from state-provided assessments.
- VAM/non-VAM measures of student growth from district-purchased (vendor-provided) assessments.
- Measures of student growth from locally-developed (ISD/District) assessments.
- Locally developed Student Learning Objectives (SLOs)
- Graduation rate metrics
- Pass/fail rates

As a set generally may comprise 0-25% of an overall evaluation

# Administrator Evaluation

**Example 50/50 combination of professional practice and student growth to create an overall rating**

		Professional Practice		
		Professional	Provisional	Ineffective
Student growth	Meets expectations	Professional	Professional	Provisional
	Does not fully meet expectations	Professional	Provisional	Ineffective
	Below expectations	Provisional	Ineffective	Ineffective

# Teacher Certification

Recommendations

# Moving from Provisional to Professional Teacher Certification

---

- ▶ Teachers wishing to move from a provisional to professional certificate must receive a professional rating for three successive years immediately prior to applying for a professional certificate, with the following exception:
  - ▶ Teachers may receive a professional certificate without three consecutive professional ratings if they meet both of the following criteria:
    - ▶ Receive three non-consecutive professional ratings
    - ▶ Receive their principal's recommendation for advancement to the professional certificate
- ▶ Teachers not meeting the requirements for advancement to a professional certificate may continue to renew their provisional certificates

# Waivers

Recommendations

# Waivers

---

- ▶ LEAs requesting a waiver must demonstrate that their processes and systems have the same level of quality and rigor as those adopted in LEAs following the state requirements.
- ▶ If an LEA submits an adapted form of a commercial evaluation system, the LEA must demonstrate how the adaptations do not threaten the validity of the inferences based on use of the instrument.
- ▶ If an LEA is using an evaluation system that does not have available documentation about its validity and reliability, the LEA must submit a plan for how it will gather relevant data on the system's technical soundness.

# Next Steps & Ideal Timeline

# Ideal timeline of next steps

---

- ▶ **2013-14**
  - ▶ Legislative action
  - ▶ Digesting legislative requirements
  - ▶ Issuing requests for proposals
  - ▶ Evaluating proposals and bids
  - ▶ Awarding contracts
- ▶ **2014-15**
  - ▶ Requirements gathering
  - ▶ Building/modifying systems
  - ▶ Designing training
  - ▶ Developing guidelines
- ▶ **2015-16**
  - ▶ Implementation

# Contact Information

---

- ▶ **Joseph A. Martineau, Ph.D.**
  - ▶ Deputy Superintendent for Accountability Services
  - ▶ Michigan Department of Education
  
- ▶ [martineauj@michigan.gov](mailto:martineauj@michigan.gov)