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GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING

MICHAEL P. FLANAGAN  
SUPERINTENDENT OF  
PUBLIC INSTRUCTION

July 23, 2012

**MEMORANDUM**

TO: State Board of Education

FROM: Michael P. Flanagan, Chairman 

SUBJECT: Approval of Criteria for the 2012-2016 Principal/Assistant Principal Training for Conducting Educator Evaluations

In June 2012, the Michigan Department of Education received new funds appropriated as part of PA 201 of 2012 in the amount of \$1,750,000 for Principal and Assistant Principal training on conducting educator evaluations as required under section 1249 of the Revised School Code, MCL 380.1249.

This new grant will support training for principals and assistant principals on conducting educator evaluations with accuracy and validity for the 2012-13 school year. Districts will be eligible to receive up to \$350 per participant.

The attached grant criteria will be used for competitively selecting grantees.

It is recommended that the State Board of Education approve the criteria for the 2012-2016 Principal/Assistant Principal Training on Conducting Educator Evaluations, as attached to the Superintendent's memorandum dated July 23, 2012.

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MICHIGAN  
STATE BOARD OF EDUCATION

Criteria for the 2012-2016 Principal/Assistant Principal Training for  
Conducting Educator Evaluations

The State Board of Education has adopted as its goal "Continue developing an effective and equitable performance-based system that achieves academic growth and successful outcomes for all students."

To the extent possible, all grant criteria and grant awards will serve to further attain the above goal.

**PRIORITIES, POLICIES, AND PROGRAMS THAT THESE CRITERIA SUPPORT**

This grant program supports the Michigan State Board of Education Reform Priority: Preparation and Training for Effective Educators.

Support the development and use of fair, effective evaluations of teacher and administrator performance that focus on improvement and that are based on multiple measures, including school improvement plan goals, instructional delivery, and student growth. Such development should involve teachers, administrators, and other appropriate stakeholders.

**PURPOSE/BACKGROUND OF GRANT**

X Competitive     Formula    X New     Continuation

This grant is meant to support districts with up to \$350 per participant to provide principals and assistant principals with professional learning and training in the area of conducting educator evaluations with accuracy and validity for the 2012-2013 school year. Principals and assistant principals were required to conduct evaluations beginning in the 2011-2012 school year for all educators, but they may not have received training to ensure valid results with inter-rater reliability/accuracy.

**CRITERIA**

Date criteria were last approved \_\_\_\_\_ N/A \_\_\_\_\_

X Defined in Statute     Defined in Department's Approved Grant Application to the Funder     Proposed by Staff

The criteria upon which subgrantees will be selected are the following:

- District selects a training program included in the Michigan Council for Educator Effectiveness pilot or a training program approved by the MDE, which will meet the following requirements at a minimum:
  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.
- District submits a budget that demonstrates the training will be provided in an amount not to exceed \$350 per participant.

**ELIGIBLE APPLICANTS/TARGET POPULATION TO BE SERVED BY GRANT**

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 2012-2013, all districts may apply for funds; beginning in 2013-2014, priority will be given to districts with new building administrators who have not previously received training in programs funded under this grant.

**TOTAL FUNDS AVAILABLE**

\$1.75 million for the 2012-2013 school year.

**STATUTE**

PA 201 of 2012

**OFFICE ADMINISTERING GRANT/PROGRAM CONTACT**

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