
ACCOUNTABILITY FOCUS

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A monthly newsletter devoted to what's happening in the Office of Psychometrics, Accountability, Research, & Evaluation at the Michigan Department of Education (MDE)

Educator Evaluations: An Update

According to MCL 380.1249 (affectionately referred to as "1249"), districts must begin annual educator evaluations in the 2011-2012 school year for all teachers and administrators. These evaluations must use student growth as a significant factor. Student growth can be measured by performance on national, state, and local assessments, and other objective criteria. (For more detailed information, please click this link: http://michigan.gov/documents/mde/MDE_Overview_352627_7.pdf)

There are four new bills in the House right now that deal with tenure (House Bills 4625 - 4628). These bills primarily address how the effectiveness labels determined by the 1249 annual evaluations might be used for issues like promotion and tenure. While we do not know exactly what will occur with those bills as they go through the legislative process, there are a few consistencies that we suggest districts target. The first is student growth data. We know this will continue to be a key part of educator evaluations. There are several resources on our educator evaluation page right now regarding how to incorporate student growth into evaluation systems, and we will be producing more guidance shortly. We will also host a fall conference for educator evaluations, focusing on integrating student growth data (stay tuned for more details). The other aspects of evaluations that are unlikely to change are: they will be annual evaluations, and that they will still need to begin in the 2011-2012 school year.

We know that many of you are very busy with end-of-year work, budget cuts, and changing initiatives, and we know implementing a new evaluation system is an imposing task, particularly when there is proposed legislation that may impact the current policy. We at

MDE are facing a similar challenge as we strive to provide you with support to implement these evaluations. This is why we encourage you to focus on what is unlikely to change (student growth, annual evaluations, getting a system going in 2011-2012) and we will keep the lines of communication open.

We also carefully reviewed the comments from those of you who attended the Best Practices Conference, and we heard the message loud and clear that you need more tangible support, more examples, and more guidance, and you need it NOW. The Education Alliance is planning a series of webinars that provide a step-by-step process on how to use their Toolkit to implement the Framework for Educator Evaluations (if your district is using that model). Also, MDE will produce guidance on using student growth data within the next few months.

Additional national and state educator evaluation resources are listed on page 2.

Other Important Updates

Accreditation: Approval of a set of new standards for accreditation is still proceeding through the statutory process. At the present time, Education YES! is still the approved accreditation system in our state. We will provide updates as this process proceeds.

AYP: Preliminary school report cards for elementary, middle and high schools are due to be released the week of June 20, 2011. The final School Report Card (on a new dashboard display!) will be released in early August.

New School Report Card Dashboard

We will be debuting a new School Report Card dashboard that will include all school accountability information, school-provided Points of Pride, the Annual Education Report, and additional metrics about schools (including the metrics that are part of Governor Snyder's education dashboard) in early August. We hope this dashboard will help make data more easily available to educators, parents and community stakeholders, and we plan to support this new resource with professional learning opportunities.

1% Exceptions

The window for applying for 1% exceptions has passed, and we will be notifying districts of their exception status shortly.

Acronyms of the Month

PEPE – The Primary Education Providing Entity (PEPE) is the entity considered to be primarily responsible for educating a student. The PEPE is assigned using a series of decision rules that examine where the student's FTE is reported and where the student is tested.

Why does this matter to me?

Student scores will be attributed to the PEPE for all accountability functions and for other data reporting functions, such as headcount.

MEIS – Michigan Education Information System allows users access to Michigan School Report Cards and other important state applications.

Educator Evaluations Resources & Guidance

If you need support developing your Educator Evaluation System, there are resources available to help with various decisions and considerations that should be considered.

The National Comprehensive Center for Teacher Quality has developed *A Practical Guide to Designing Comprehensive Teacher Evaluation Systems*. This guide will help by providing:

- a downloadable guide
- overviews of eight key components of teacher evaluation systems
- interactive guides to key questions to consider when designing teacher evaluation systems
- resources to support development
- selected links to the "Teacher Evaluation Models In Practice" website that features expert panel reviews of current, real-life teacher evaluation systems

Click on the link to access this resource
<http://www.tqsource.org/practicalGuide/>.

The Michigan Association of Secondary Principals along with the Michigan Education Association have developed the "Framework for Educator Evaluation" to assist districts in the development of their educator evaluation systems. Find out more at:

http://mymassp.com/files/u5/k_for_Michigan_Teacher_Evaluations_rev_1-4c.pdf

SEEs & Sending Scores Back

There have been modifications to the "sending scores back" policy—also known as SEEs (Shared Educational Entities). Guidelines and a new application will be distributed in June, and applications will be due by September 1st. Watch your email for more information if you participated in the 2010-2011 school year, or if you would like to participate in the 2011-2012 school year.

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