



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING

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June 11, 2015

**MEMORANDUM**

TO: Local and Intermediate School District Superintendents  
Public School Academy Directors

FROM: Linda Forward *Linda Forward*  
Interim Deputy Superintendent  
Education Services

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Deputy Superintendent  
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SUBJECT: Educator Evaluation Efforts for 2014-15 School Year

As the 2014-15 school year winds down, most schools are preparing to complete the evaluation of educators and administrators, as identified in Michigan's Revised School Code (Sec. 380.1249). Section (1) (c) of this law states that:

*For 2014-2015, for grades and subjects in which state assessments are administered in compliance with 20 USC 6311, student growth must be measured, at least in part, using the state assessments, and for grades and subjects in which state assessments are not required and administered for purposes of 20 USC 6311, student growth must be measured, at least in part, using alternative assessments that are rigorous and comparable across schools within the school district, intermediate school district, or public school academy.*

Michigan's transition this spring to the M-STEP and MI-Access assessments for all grade levels, does not allow for state assessment data to be used in local determinations of student growth for this school year. While this consideration was shared earlier with schools, many schools have requested clarification regarding appropriate practices to implement educator evaluations in a manner that complies with state law. The following recommendations outline appropriate practices that school and district level leadership may take to address the intent of the law.

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Districts may utilize assessments in accordance with those in which state assessments are not administered (the second phrase of the excerpt on the previous page), and apply this approach to all educators for the 2014-15 school year. Statewide analysis of student growth as measured by the M-STEP or MI-Access will not be available prior to the start of the 2015-16 school year. Districts may use locally-administered assessments that are rigorous and comparable across schools within the district, intermediate school district, or public school academy. These could include:

- Vendor-purchased assessments that are applied to all students and address content that would otherwise be assessed through the state-provided assessments, specifically in language arts and mathematics.
- Common end-of-course assessments applied to all students for subject areas normally assessed by state assessments.
- Use of Student Learning Objectives, or other collectively developed learning objectives that allow for growth determinations based on the assessment of identified student work that is aligned to the learning objective.
- Pre/post assessments that address content standards identified for the subject areas in which students would normally be assessed through use of state-administered assessments.

It is strongly recommended that districts utilize recommendations of the vendor if using purchased assessments which may preclude the use of screening assessments, such as DIBELs or AIMSWeb, to determine student growth. These assessments are not intended for educator evaluation, and should not be used in this manner.

Section (2)(d) of the above referenced statute states that *"the school district, intermediate school district, or public school academy shall adopt and implement the state evaluation tool for teachers that is required under legislation enacted by the legislature after review of the recommendations contained in the report of the former Michigan council for educator effectiveness."* No state evaluation tool has yet been codified; therefore, local districts and public school academies should continue to use their existing performance evaluation system.

Other aspects of the educator evaluation process, as stated in Section 380.1249, should be applied as schools finalize the evaluation efforts for the 2014-15 school year. It is recommended that evaluations focus on existing data and processes to develop a supporting professional learning program for every educator and administrator to ensure improved performance in the upcoming school year.

The Michigan Department of Education (MDE) will develop guidance for the use of state assessment data for the 2015-16 school year prior to the start of that school year. Such guidance will incorporate any changes in legislation that impact educator evaluation and information on supports and resources that may be provided to schools. For additional information, visit MDE's Educator Evaluation page at [http://www.michigan.gov/mde/0,4615,7-140-22709\\_57992---,00.html](http://www.michigan.gov/mde/0,4615,7-140-22709_57992---,00.html). For help in reporting information through the Registry of Educational Personnel (REP), contact the CEPI Support Team at [CEPI@michigan.gov](mailto:CEPI@michigan.gov) or call 517-335-0505, option 3.