

# Educator Evaluation Overview

**Office of Educational Assessment  
and Accountability**



# Legislation

## Michigan School Reform Law

Districts are required to conduct annual educator evaluations that include student growth as a significant factor.

# Legislation

## State Fiscal Stabilization Fund (SFSF)

Districts are required to report the effectiveness label generated by these evaluations.

# What are districts REQUIRED to do?

## Michigan School Reform Law

- Conduct annual educator evaluations.
- Include measures of student growth as a significant factor.

# What are districts REQUIRED to do?

- Locally determine the details of the educator evaluations, the consequences, and the timeline for implementation.

# What are districts REQUIRED to do?

- Tie educator effectiveness labels to decisions regarding promotion and retention of teachers and administrators, including tenure and certification decisions.

# What are districts REQUIRED to do?

- Use a performance-based compensation method that evaluates performance based, at least in part, on student growth data.

# What are districts REQUIRED to do?

- Growth data can include state-provided measures from assessment data AND locally determined measures.

# What are districts REQUIRED to do?

## State Fiscal Stabilization Fund (SFSF)

- Report an effectiveness label in the Registry of Educational Personnel (REP) during the end of year submission.

# What are districts REQUIRED to do?

- ✓ **2011:** Principals only (based on most recent evaluation)
- ✓ **2012:** All educators (based on annual evaluations)

# What are districts ENCOURAGED to do?

- Use the *Framework for Educator Evaluations* as a model for educator evaluations.

# What are districts ENCOURAGED to do?

- Identify ways to measure student growth and progress toward proficiency using internal measures and local data.

# What are districts ENCOURAGED to do?

- Include data from multiple sources as measures of educator effectiveness whenever possible.

# What are districts ENCOURAGED to do?

- Collaborate to identify best practices for evaluation methods, metrics in currently non-assessed content areas and grades, and key data sources.

## MDE is REQUIRED to:

- Link student data with teacher of record beginning in 2010-11 (CEPI/MDE).
- ✓ Districts will report “teacher of record” for each course a student takes; local decision.

## MDE is REQUIRED to:

- Provide districts and schools with measures of student growth on state-assessments in reading and mathematics for each teacher (regardless of subject taught).

## MDE is REQUIRED to:

- Provide districts with measures of student proficiency in writing, science and social studies, and reading and mathematics for each teacher (regardless of subject taught)

# State-Provided Measures

For each educator, we will generate:

✓ *Student growth*

- Reading
- Math

# State-Provided Measures

- ✓ *Percentage of proficient students*
  - Reading
  - Math
  - Writing
  - Science
  - Social Science

# Growth Data

- Achievement “growth” can be calculated only where a Grade 3-8 student has been tested in consecutive years (i.e. reading and Math).

# Growth Data

Grade X MEAP Achievement		Grade X + 1 MEAP Achievement											
		Not Proficient			Partially Proficient			Proficient			Advanced		
		Low	Mid	High	Low	Mid	High	Low	Mid	High	Low	Mid	High
Not Proficient	Low	M	I	I	SI	SI	SI	SI	SI	SI	SI	SI	SI
	Mid	D	M	I	I	SI	SI	SI	SI	SI	SI	SI	SI
	High	D	D	M	I	I	SI	SI	SI	SI	SI	SI	SI
Partially Proficient	Low	SD	D	D	M	I	I	SI	SI	SI	SI	SI	SI
	Mid	SD	SD	D	D	M	I	I	SI	SI	SI	SI	SI
	High	SD	SD	SD	D	D	M	I	I	SI	SI	SI	SI
Proficient	Low	SD	SD	SD	SD	D	D	M	I	I	SI	SI	SI
	Mid	SD	SD	SD	SD	SD	D	D	M	I	I	SI	SI
	High	SD	SD	SD	SD	SD	SD	D	D	M	I	I	SI
Advanced	Low	SD	SD	SD	SD	SD	SD	SD	D	D	M	I	I
	Mid	SD	SD	SD	SD	SD	SD	SD	SD	D	D	M	I
	High	SD	SD	SD	SD	SD	SD	SD	SD	SD	D	D	M

SD = Significant Decline

M = Maintaining

I = Improvement

D = Decline

SI = Significant Improvement

# State-Provided Measures

- “Puzzle pieces” approach
- Districts choose which “pieces” make sense in their local context.
- Reports are generated for each educator, regardless of subject taught or type of position.

## MDE is REQUIRED to:

- Report (with CEPI) the proportion of educators rated as highly effective, effective, and ineffective (SF/SF/ARRA)

## MDE is REQUIRED to:

- Report (with CEPI) the factors used in educator evaluations and the proportion of evaluations which include student growth as significant factor.

# Statewide Flow of Information: Educator Evaluations

Teacher/Student Link

1

Districts provide information  
on student courses and  
teacher of record  
(Teacher Student Data Link)

2

# Statewide Flow of Information: Educator Evaluations

2

## Assessment Data

MDE attaches assessment data (proficiency and growth) from each student in each teacher's courses to that teacher and provides to districts

3

# Statewide Flow of Information: Educator Evaluations

## Effectiveness Label

Districts use assessment data, local measures of growth and other factors to conduct annual evaluations. The results of evaluations are reported back to the state.

3

4

# Statewide Flow of Information: Educator Evaluations

MDE provides aggregate reports to the federal government on the percent of educators in each effectiveness category

4

**Federal Reporting**

# Assessment Data Provided

- **MDE will provide for each teacher:**
  - ✓ *Student growth*
    - Reading
    - Math

# Assessment Data Provided

- ✓ *Percent of students proficient*
  - Reading
  - Math
  - Writing
  - Science
  - Social Science

# Draft Data Provided to District for Use in Evaluations



# Aggregate Report by Teacher

ABC District										
Teacher Name	Percent of Students Proficient					Math Growth (% of students)				
	Math	Reading	Writing	Science	Social Studies	Sig Improve	Improve	Maintain	Decline	Sig Decline
Sally Smith	55	85	70	46	92	20	30	20	20	10
Tommy Thompson	35	25	45	45	60	10	20	20	30	20

# Student Roster for Each Teacher

Teacher: Sally Smith							
Student Name	Student Proficiency Level					Student Growth	
	Math	Reading	Writing	Science	Social Studies	Math PLC	Reading PLC
Johnny Jones	NI	P	P	A	NP	Maintain	Decline
Carol Crawford	P	A	A	P	P	Improve	Sig Improve
Tammy Fay	PP	P	NI	P	PP	Sig Decline	Maintain

# Final Step: Evaluations

- Districts conduct annual evaluations that are:
  - ✓ *locally determined*

# Effectiveness Labels in REP

- Districts determine educators' local ratings based on evaluations.

# Effectiveness Labels in REP

- Districts crosswalk local ratings to:
  - ✓ *Framework for Educator Evaluation labels* OR
  - ✓ *SFSF Effectiveness Labels*

# Labels: *Framework for Educator Evaluation*

- **Framework for Educator Evaluation suggests four labels:**
  - ✓ *Exceeds Goals*
  - ✓ *Meets Goals*
  - ✓ *Progressing Toward Goals*
  - ✓ *Does Not Meet Goals*

Framework Labels	SF/SF Labels
Exceeds goals	Highly effective
Meets goals <b>OR</b> Progressing toward goals	Effective
Does not meet goals	Ineffective

# MDE Support for Evaluations

- Guidance and evaluation “toolbox”
- Inventory of current practices
- Collaboration with external stakeholders

# MDE Support for Evaluations

- Referent groups focused on:
  - ✓ *Evaluating non-assessed grades/content areas.*
  - ✓ *Use in “value-added models.”*

# Timeline

- **End of year 2011:**
  - ✓ *Teacher Student Data Link Collection available in MSDS.*

# Timeline

- **End of year 2011** *(continued)*:
  - ✓ *Principal effectiveness ratings must be reported in REP.*
  - ✓ *Other administrators encouraged, but optional until 2012.*

# Timeline

- **Early fall 2011:**
  - ✓ *MDE will provide districts with measures for all educators based on data from the 2009-10 & 2010-11 school years.*

# Timeline

- **Fall 2011 – Spring 2012:**
  - ✓ *Districts conduct educator evaluations as locally bargained/determined.*

# Timeline

- **End of year 2012:**
  - ✓ *Districts report effectiveness ratings for all administrators and teachers.*

# Contact Information

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