KEY COMPONENTS OF THE EDUCATOR EVALUATION SYSTEM
<table>
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<th>Teacher Evaluation Tools</th>
<th>Administrator Evaluation Tools</th>
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<tr>
<td>Charlotte Danielson's Framework for Teaching</td>
<td>Multidimensional Leadership Performance System (Formerly Reeves</td>
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<td>Leadership Performance Rubric)</td>
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<td>Marzano Teacher Evaluation Model</td>
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<td>The Thoughtful Classroom Teacher Effectiveness Framework</td>
<td>MASA School ADvance Administrator Evaluation Instrument</td>
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<td>5 Dimensions of Teaching and Learning</td>
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STUDENT GROWTH REQUIREMENTS

Multiple measures that may include:

- “Research-based growth measure.”
- “Alternative assessments that are rigorous and comparable across schools within the school district, intermediate school district or public school academy.”
- “Nationally normed or locally adopted assessments that are aligned to state standards.”
- Student Learning Objectives (SLOs).
- Achievement of individualized education program (IEP) goals.
TEACHER OBSERVATION AND ADDITIONAL FACTORS

- MCL 380.1248(1)(b)(i) through (iii)
- “Demonstrated pedagogical skills”
- Classroom management
- Relationships with colleagues, students, and families
- Attendance
- “Significant, relevant accomplishments and contributions”
- “Relevant special training”
EFFECTIVENESS LABEL OUTCOMES AND OPTIONS

Highly Effective
• Three consecutive = may move to biennial evaluations
• Two consecutive = Number of required observations not defined

Effective
• Two consecutive = Number of required observations not defined

Minimally Effective or Ineffective
• Mid-year progress report and aligned individualized development plan* or improvement plan

Ineffective
• Teacher may appeal rating to district superintendent**
• Three consecutive = dismissal

*Also for teachers in first year of probationary period
**Not applicable to teachers in the probationary period
1. Go to the MDE website at http://www.michigan.gov/mde
2. Click on Educator Services on the left hand side of the page.
3. Click on Educator Evaluation in the sub menu
4. Or go to http://www.michigan.gov/mde-edevals
CONNECTING FURTHER

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