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MDE Updates

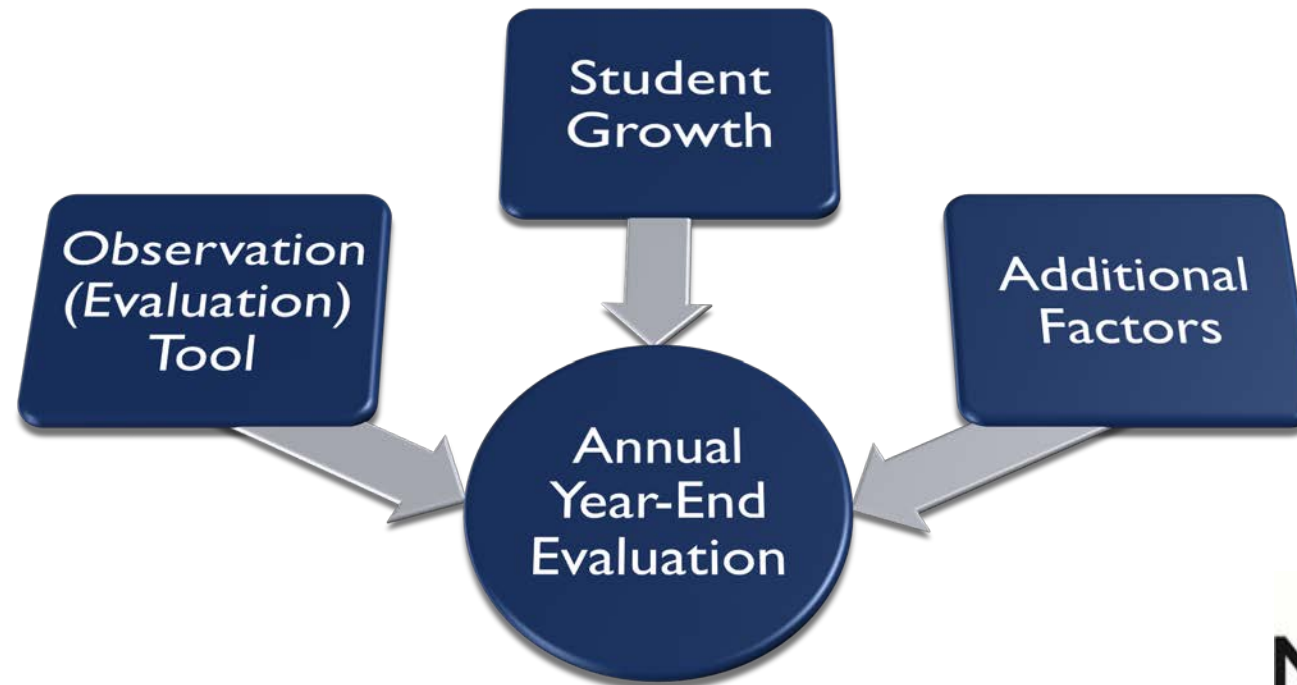
OFFICE OF EDUCATOR EXCELLENCE

APRIL 6, 2018

Educator Evaluation

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KEY COMPONENTS OF THE EDUCATOR EVALUATION SYSTEM



APPROVED EVALUATION TOOLS

Teacher Evaluation Tools

[Charlotte Danielson's Framework for Teaching](#)

[Marzano Teacher Evaluation Model](#)

[The Thoughtful Classroom Teacher Effectiveness Framework](#)

[5 Dimensions of Teaching and Learning](#)

Administrator Evaluation Tools

[Multidimensional Leadership Performance System \(Formerly Reeves Leadership Performance Rubric\)](#)

[MASA School ADvance Administrator Evaluation Instrument](#)

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

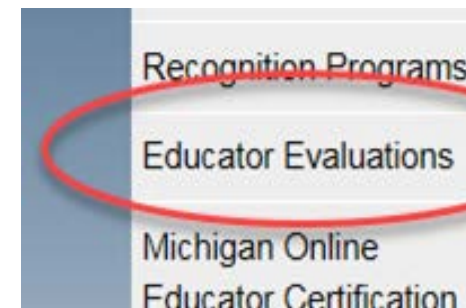
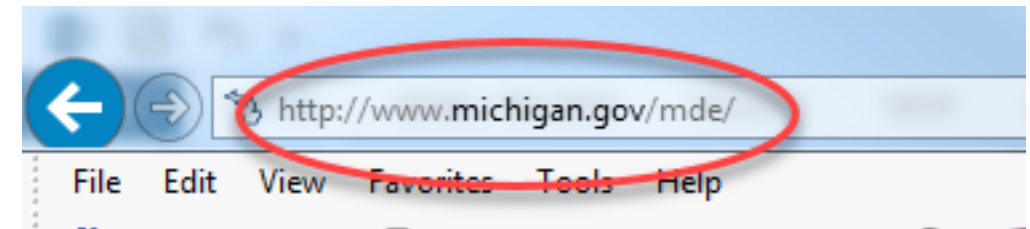
Ineffective

- 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

RESOURCES: WEBPAGE

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-evals>



CONNECTING FURTHER

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