

00:36  
00:47  
01:24  
01:59  
02:03  
02:24  
02:52  
03:03  
03:09  
03:18  
04:07  
04:23  
04:27  
05:37  
05:45  
06:02  
06:13  
06:25  
06:48  
07:04  
07:25  
08:15  
09:45  
10:58  
11:07  
11:26  
12:54  
13:01  
13:18  
13:25  
13:35  
13:43  
14:01  
14:35  
14:47  
15:02  
15:11  
15:27  
15:32  
15:40

Annual evaluation for all administrators.

September 1, 2011

The board must evaluate all administrators

Annual

Annual year-end evaluation for all school administrators by the superintendent or designee and the superintendent evaluated by the board.

Student growth assessment data

2013-14 25%

2014-15 40%

2015-16 50%

Aggregate student data (same as teacher evaluation) in each school the principal works.

All schools you work in are included.

Evaluation Proficiency

The training and proficiency in using the evaluation tool for teachers described in subsection (2) (d),

-Part of your evaluation is in how proficient you are in evaluating teachers.

-MCL 380.1249(3)(c)(i)

Including a random sampling of the evaluations to evaluate the quality of the evaluation.

You could hire a headhunter this way.

There's nothing that keeps you from hiring an individual to do this.

School Improvement Plan

-Progress made on the school improvement plan.

Pupil attendance

Feedback and Pertinent Information

Students, Parents, Teachers collected by the Superintendent.

State Evaluation Tool

Doesn't exist yet, but you'll have to do it. Whatever it is.

Local Evaluation Tool

Effectiveness Ratings: Highly, Effective, Minimally or ineffective

Improvement Plan

Shall ensure that if a school administrator is rated minimally or ineffective shall develop the administrator to implement an improvement plan to correct deficiencies.

designed to improve the rating by the end of the next year-end evaluation.

Mandatory Dismissal

- shall be dismissed if they have three consecutive ineffective year-end

15:57 evaluations.

16:20 Only for the Same Evaluation Tool

16:34 Only effective if the same evaluation tool is used three years in a row.

16:49 -So change the tool every two years.

17:30 Dismissal

17:32 Same as in teacher evaluations.

18:16 MCL380.1249(3)(g)

20:00 Biennial Evaluation - same as teacher

20:54 Governor's Council on Educator Effectiveness

21:04 Recommends:

21:06 Student Growth assessment tool

21:13 State evaluation tool for administrators and administrators

21:25 Convenes by October 31, 2011

21:32 Reports by April, 30, 2012

22:51 Governor's Council

22:59 Temporary commission

23:02 5 appointed voting members

23:13 -Governor (3)

23:21 -Senate Majority Leader (1)

23:30 -Speaker of the House (1)

23:39 Superintendent Public Instruction is a nonvoting member.

24:02 Member Expertise

24:09 Council members shall have expertise in one or more of the following

24:17 areas:

24:25 psychometrics

24:30 measurement

24:35 performance-based educator evaluation models,

24:44 educator effectiveness,

24:55 development of education evaluation tools

25:08 Additional Experts

25:15 Contract with one or more additional experts in those areas as they

25:24 deem necessary.

26:10 Council advisory committee

26:18 Governor shall appoint an advisory committee to provide council to the

26:39 committee: teachers and parents allegedly.

27:06 Staffing and support for the council.

27:20 Report by April 30, 2012.

27:37 Assessment Tool:

27:41 1. Value-added model using student achievement/assessment data, and  
27:54 based on reliable/valid assessment tool for the purposes of measuring value-

28:08 added data.

28:11 2. Measure student growth in math, science, English language arts, ....

28:24 3. Complies with all current state and federal law for students with a  
28:38 disability.

28:40 4. Has at least a pre- and post- test.

28:49 5. Is able to be used for pupils of all achievement levels.

29:26 State Teacher Evaluation Tool

29:31 1. "...may include, but not limited to, instructional leadership abilities,  
29:51 teacher and pupil attendance, professional contributions . . .

30:07 2.

30:14 The council shall seek input from school districts, intermediate school  
30:28 districts, and public school academies that have done this already.

30:49 State Administrator Evaluation Tool.

31:00 see above

31:04 Rating Category Parameters

31:22 What are the descriptors?

31:31 Teacher Certification

31:37 Recommended changes to be made in the requirements for a professional  
31:46 education certificate to ensure tha ta teacher is not required to complete  
32:00 additional post secondary credit hours beyond the credit hours required for a  
32:15 provisional teaching certificate.

36:12 When it comes to 1249, stay tuned to what they will come up with.

36:42 Statewide Evaluation System

36:51 Intent of the legislature ot review the report submitted by the council and to  
37:05 enact appropriate legislation to put into place a statewide evaluation.

37:21 Section 1249 Exemption

37:30 If all of the following apply for a public school, then the school is not  
37:41 required to compy with subsection (2) or (3) for that public school.

38:01 1. Based on Student Growth

38:16 2. Researched-Based Measures

38:24 3. Multiple Observations

38:34 4. Ratings Drive Decisions

38:41 5. Inform PD/Evaluate Annually

38:59 Exemption Notice

39:28 If you can do this better than us, go do it.

39:38 New School Or Evaluation System

40:00 If you start a new school or implement a new evaluation system for the  
40:13 school, they don't need to comply.

40:54 CBA and Effective Date

41:05 If a CBA is in effect, does not apply until after expiration.

41:25 Principal Evaluations

41:42 schools shall report those evaluations to the State.

42:42 1250: Performance Based Compensation

43:06 Prohibited subject of bargaining.

44:09 Need for a Credible Evaluation System

45:02 Merit Pay Proposal: 1955

45:16 Every effort must be made to devise ways to reward teachers according  
45:32 to their ability without opening the door to unfair practices.

45:52 1983: Salaries need to be professionally competitive, market-sensitive, and  
46:09 performance-based. - A Nation at Risk

46:25 2010: Section 1250

46:31 A district shall implement a compensation method for teachers and  
46:42 administrators that includes "job performance and job accomplishments as a  
46:56 significant factor to determine compensation and additional compensation.

47:17 Job Performance Assessment

47:24 "student growth as measured by assessments and other objective  
47:33 criteria."

47:48 Effective Date: whenever the CBA expires.

50:48 Attorney General

50:55 Merit pay does not conflict with Mich. Const. Article 11.6 which expressly  
51:25 does not empower local government units to adopt a merit pay system.

51:41 Title II, Part A Funds for Merit Pay

51:55 Merit pay is defined as performance-related pay. It provides an extra  
52:13 financial incentive for instructional staff that have exemplary performance  
52:26 according to measurable criteria.

54:01 Ineffective Teacher Notice

54:09 Beginning 2015-2016 school year

54:21 Schools "shall notify the pupil's parent or legal guardian that the pupil  
54:39 has been assigned to a teacher who has been rated as ineffective on his or her  
54:53 two most recent annual year-end evaluations."

55:10 Must be in writing, shall be delivered to the parent or legal guardian not  
55:27 later than July 15 immediately preceding the beginning of the school year for  
55:47 which the pupil is assigned to the teacher, and shall identify the teacher who is  
56:01 the subject of the notification.

56:09 -Prohibited subject of bargaining.

56:18 Triggered by a teacher tenured or probationary teacher 2 consecutive  
56:45 evaluations.

57:04 Notice requirements

57:53 Need to show adverse affects

58:06 to discharge a tenured teacher for incompetency, adverse effect "on  
58:23 the school and its student of the acts alleged to require dismissal must be  
58:40 delineated." Beebee v. Haslett

1:01:25 An evaluation is fully disclosable under FOI Act.

## 1:01:44 Section 1248: Teacher Assignment

1:02:00 Applies only to Teachers

1:02:50 Personnel Decision Policies

1:02:55 Staffing or program reduction or any other personnel determination  
1:03:04 resulting in a position's elimination

1:03:12 Recall from a staffing or program reduction or any other personnel  
1:03:23 determination resulting in a position's elimination.

1:03:33 Hiring after a staffing or program reduction or any other personnel  
1:03:42 determination resulting in a position's elimination.

1:04:26 Farewell to LIFO: Last in First Out

1:04:40 District shall not adopt, implement, maintain, or comply with a policy that  
1:04:56 provides that length of service or tenure status is primary or determining factor  
1:05:10 in personnel decisions in reduction or recall ...

1:06:07 "or any other personnel determination resulting in the elimination of a  
1:06:17 position, or in hiring . . ."

1:06:29 Retain Effective Teachers

1:06:37 "shall ensure that the school district adopts, implements maintains,  
1:06:54 and complies with a policy that provides that all personnel decisions when  
1:07:10 conducting a reduction in staff are based on retaining effective teachers."

1:08:50 Jim Ballard: "It's time to get firm, courageous, and fair."

1:09:47 Ineffective evaluated teachers cannot be given any priority: i.e. the  
1:10:05 Caste system.

1:10:24 Effectiveness Measurement

1:10:37 1249 is the measurement device.

1:10:52 Individual Performance as the Majority Factor

1:11:09 Individual performance shall be the majority factor in making the  
1:11:22 decision, and shall consist of but not limited to all of the following . . . " 1248

1:11:47 Student Growth as the Predominant Factor