



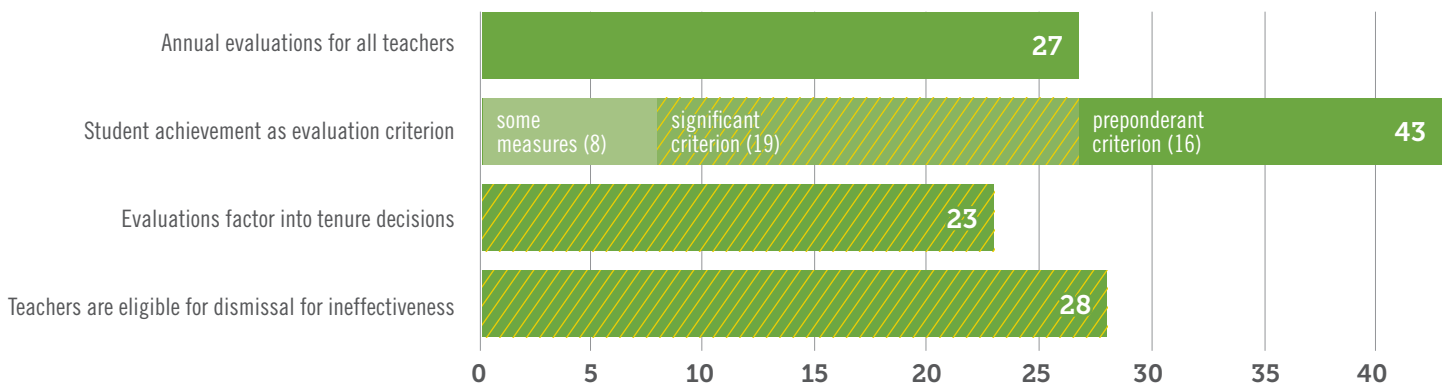
TEACHER EVALUATION POLICY IN MICHIGAN:

Where is Michigan in implementing teacher effectiveness policies?

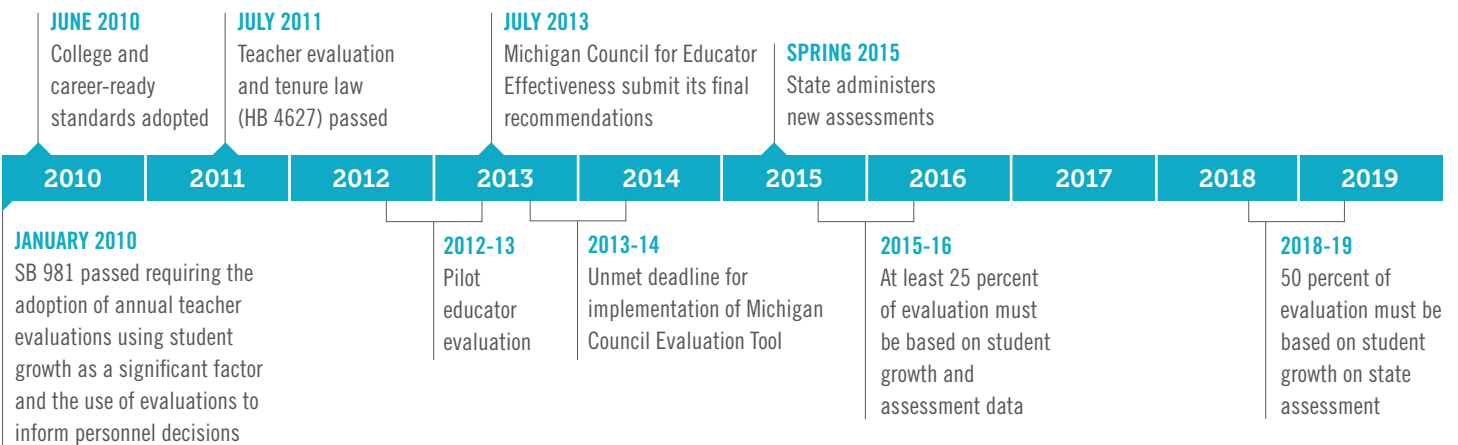
THE NATIONAL PICTURE

STATE TEACHER EVALUATION POLICIES (2015)

MICHIGAN



MICHIGAN'S IMPLEMENTATION TIMELINE



MICHIGAN'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM

REQUIREMENTS

| | |
|---|---|
| Evaluation System Structure | State criteria or framework for district-designed evaluation system. |
| Use of achievement data/student growth in teacher evaluations | Beginning in 2015-2016, twenty five percent of teacher evaluations must be based on student growth and assessment data. For the 2018-2019 school year, forty percent must be based on student growth. |
| Observations | Multiple observations required. |
| Tenure Policy | Teachers successfully complete five-year probationary period with effective or highly effective ratings on the three most recent annual performance evaluations. |
| Dismissal Policy | Teachers rated ineffective on three consecutive annual year-end evaluations will be dismissed. |

DOES MICHIGAN CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Michigan is making strong efforts to “connect the dots” — including growth and student achievement as significant factors in objective, meaningful and measurable evaluations of teacher effectiveness and using teacher evaluation results to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

For more information about Michigan and other states’ teacher effectiveness policies, NCTQ’s *2015 Michigan State Teacher Policy Yearbook* is immediately available for free download at: www.nctq.org/statepolicy