

TEACHER EVALUATION POLICY IN MICHIGAN:

Where is Michigan in implementing teacher effectiveness policies?

THE NATIONAL PICTURE

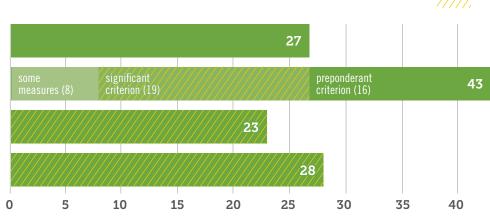
STATE TEACHER EVALUATION POLICIES (2015)

Annual evaluations for all teachers

Student achievement as evaluation criterion

Evaluations factor into tenure decisions

Teachers are eligible for dismissal for ineffectiveness



MICHIGAN

MICHIGAN'S IMPLEMENTATION TIMELINE

College and Teach career-ready and t		and ter	2011 er evaluation enure law 627) passed		JULY 2013 Michigan Council for Educator Effectiveness submit its final recommendations			State ad	SPRING 2015 State administers new assessments			
2010	201	.1	2012	20:	.3	2014		2015	2016	2017	2018	2019
JANUARY 2010 SB 981 passed requiring the adoption of annual teacher evaluations using student growth as a significant factor and the use of evaluations to inform personnel decisions			Pilot Unm educator impl		implementatio	D13-14 nmet deadline for nplementation of Michigan ouncil Evaluation Tool		2015-16 At least 25 percent of evaluation must be based on student growth and assessment data			2018-19 50 percent of evaluation must be based on student growth on state assessment	

MICHIGAN'S EVALUATION SYSTEM REQUIREMENTS

	EVALUATION SYSTEM	REQUIREMENTS
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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