FREQUENTLY ASKED QUESTIONS (FAQs)

Q1. What is the teacher Performance Evaluation System (“PES”)?

A. Michigan law requires school districts to implement a teacher Performance Evaluation System (PES) and evaluate teachers annually using the following five core elements: (1) Demonstrated Pedagogical Skills; (2) Student Growth as a Predominant Factor; (3) Classroom Management; (4) Relevant Special Training; and (5) Educator Responsibilities. In addition, school districts must assess the following in conjunction with the five core elements: (1) Attendance; (2) Discipline and; (3) Accomplishments and Contributions. At the end of the school year each teacher must receive a rating at one of the four performance levels: (1) Highly Effective; (2) Effective; (3) Minimally Effective; or (4) Ineffective.

Q2. Is the Performance Evaluation Score for teachers subject to the grievance process of the DFT collective bargaining agreement?

A. No. Michigan law provides that decisions about the development, content, standards, procedures, adoption, and implementation of a public school employer's performance evaluation system or decisions concerning the content of a performance evaluation of a teacher is a prohibited subject of bargaining and not subject to the grievance process.¹

Q3. Will there be an appeals process this year to review my performance evaluation score?

A. If you have questions related to the final performance component score, please refer to your PD 360 profile.

If you have questions related to the attendance or discipline components of the performance evaluation score, please submit your questions by October 31, 2013 to the following link: https://survey.detroitk12.org/598767

Q4. How can I learn more about the teacher PES and the evaluation process?

A. Please confer with your principal or school director and go to www.pd360.com and watch the PD360 video.

¹ MCL 423.215(3)(l).