

# EVALUATION TRACKER: THE EVALUATION TOOL, POSTING REQUIREMENTS, AND TRAINING REQUIREMENTS

## ARCHIVES

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Section 1249 of the Revised School Code imposes several requirements related to a school's chosen "teacher evaluation tool." As year-end evaluations draw near, school officials should ensure that their school's evaluation tool(s) complies with Section 1249.

### The Evaluation Tool

All Michigan school districts, ISDs, and PSAs must adopt and implement one or more of the teacher evaluation tools on the Michigan Department of Education's list. Currently, that list includes Charlotte Danielson's Framework for Teaching; Marzano's Teacher Evaluation Model; The Thoughtful Classroom; and 5 Dimensions of Teaching and Learning.

Section 1249 also permits the use of a locally-developed evaluation tool or modifications to one of the four MDE-approved evaluation tools. But, before using a local evaluation tool or modifying an approved evaluation tool, the posting requirements described below must be followed.

Whether a school uses an MDE-approved tool, a modified approved tool, or a local tool, the evaluation tool must be used "consistently . . . so that all similarly situated teachers are evaluated using the same evaluation tool." The teacher evaluation tool must be used district-wide and may not vary between buildings. This requirement applies only to the evaluation tool(s) and not to other components of the performance evaluation system, such as student growth data.

Section 1249 also requires that MDE “establish and maintain a list of teacher evaluation tools that have demonstrated evidence of efficacy” that may be used in a district’s teacher performance evaluation system. MDE must also promulgate rules that create a standard and procedure for adding or removing evaluation tools from the approved list. Schools may submit their own evaluation tool for review and placement on the list.

On March 30, 2017, MDE published administrative rules for teacher and school administrator evaluation tools. The rules provide guidelines for adding and removing evaluation tools to/from MDE’s approved list. The guidelines require MDE to create a “scoring guide” to define the minimum requirements an evaluation tool must meet to be added to (or not removed from) MDE’s approved list. MDE must make the scoring guide accessible on its website.

## Posting Requirements

Section 1249 requires that a school post six information items about its teacher performance evaluation tool on its website:

The research base for the evaluation framework, instrument, and process. Alternatively, if the school adapts or modifies an approved evaluation tool it also must post “an assurance that the adaptations or modifications do not compromise the validity of that research base.”

The identity and qualifications of the evaluation tool’s author. If the school adapts or modifies an approved evaluation tool, it also must post “the identity and qualifications of a person with expertise in teacher evaluations who has reviewed the adapted or modified evaluation tool.”

Either “evidence of reliability, validity, and efficacy” of an evaluation tool or “a plan for developing that evidence.” If the school adapts or modifies an approved evaluation tool, it also must post “an assurance that the adaptations or modifications do not compromise the reliability, validity, or efficacy of the evaluation tool or the evaluation process.”

The evaluation “frameworks and rubrics with detailed descriptors for each performance level on key summative indicators.”

A “description of the processes for conducting classroom observations, collecting evidence, conducting evaluation conferences, developing performance ratings, and developing performance improvement plans.” These processes must comply

with the legal requirements for conducting an observation during the 2016-17 school year, including a review of the teacher's lesson plan, the state curriculum standard being used in the lesson, and pupil engagement in the lesson.

A "description of the plan for providing evaluators and observers with training." The training requirements are outlined below.

MDE's FAQs on Educator Evaluations recommend that districts post the required information under the "transparency mitten" on their website homepage.

## Training Requirements

Both Section 1249 (teacher evaluation) and Section 1249b (administrator evaluation) prescribe training requirements for teachers, observers, and evaluators. Beginning with the 2016-17 school year, schools are required to "provide training to teachers on the evaluation tool or tools" used in the performance evaluation system. The training must include information about how each evaluation tool is used. Schools are permitted to conduct the training individually or through a consortium.

All evaluators and observers must be trained by an individual who has expertise in the evaluation tool(s) used, such as a consultant on that evaluation tool or framework.

The law does not expressly provide an ongoing training obligation past the 2016-17 school year. In its FAQs on Educator Evaluations, MDE advises:

There is no statutory requirement for a prescribed recurrence of training. The MDE recommends that all participants in the evaluation process receive ongoing training as needed to continuously improve the local evaluation system.

It also is prudent to train teachers, observers, and evaluators on any new evaluation tool that is adopted or when the district hires new teachers or administrators. Further, periodic training on new developments with teacher and administrator evaluations is always a best practice.

