



Educator Effectiveness Evaluation

**MERA Fall 2013 Conference
November 25-26, 2013
Frankenmuth, Michigan**

Overview

Michigan State Law requires evaluation of

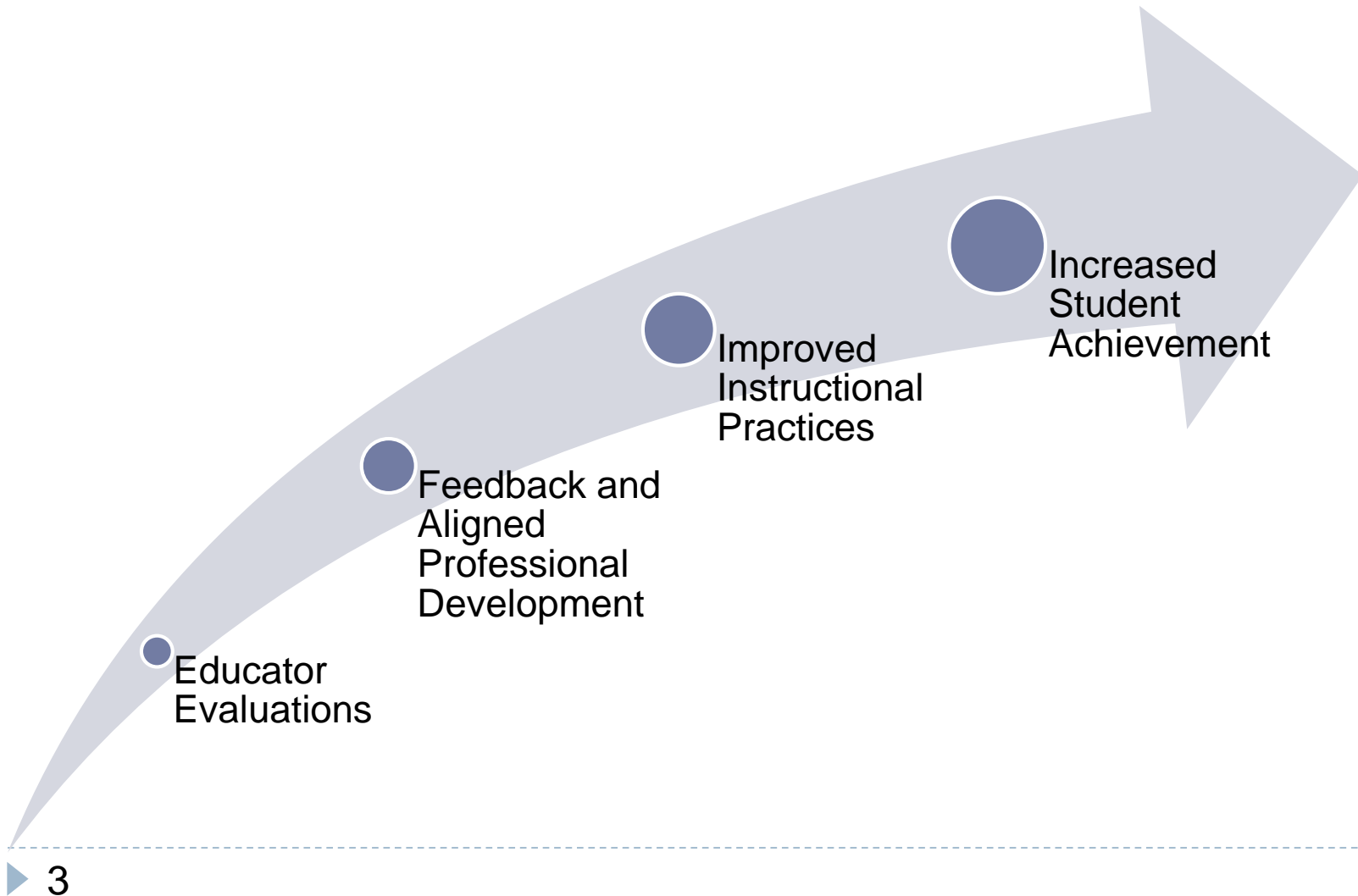
- ▶ Teachers
- ▶ School administrators

Evaluation systems

- ▶ Established and implemented locally
- ▶ Ratings reported to state

Legislature to review recommendations made by
Michigan Council on Educator Effectiveness (MCEE)

Why Educator Evaluations?



Current Model

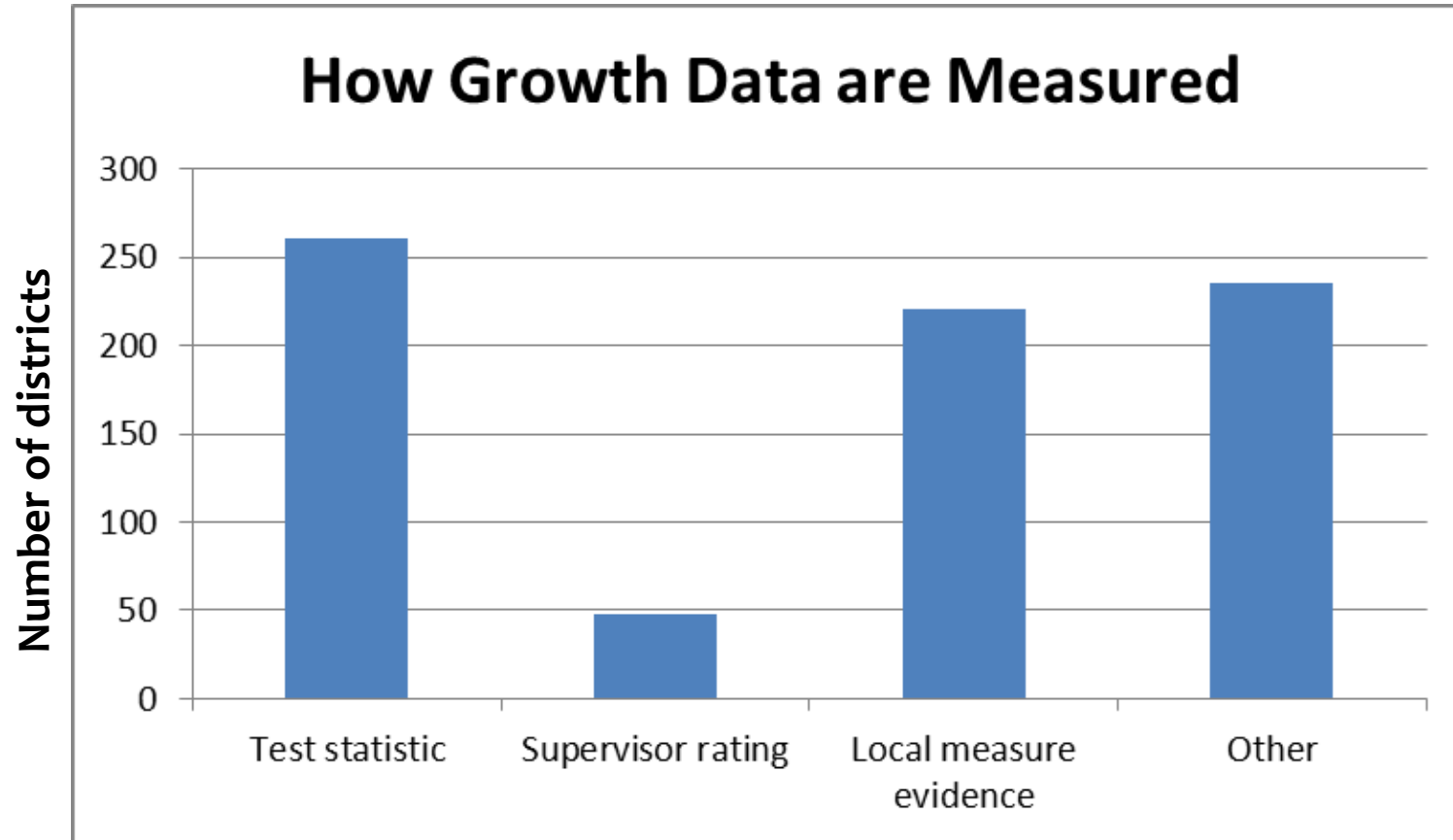
Evaluate teachers and administrators annually

Student growth included in evaluation

Four evaluation ratings

- ▶ Ineffective
- ▶ Minimally effective
- ▶ Effective
- ▶ Highly effective

2011-12 Survey: Growth Measures



Other ways growth data are measured include: Combination of data from multiple assessments, pre/post test data, combination of local, state, and national measures, benchmark testing, and several sources as agreed upon in the professional growth plan

2011-12 Statewide Evaluation

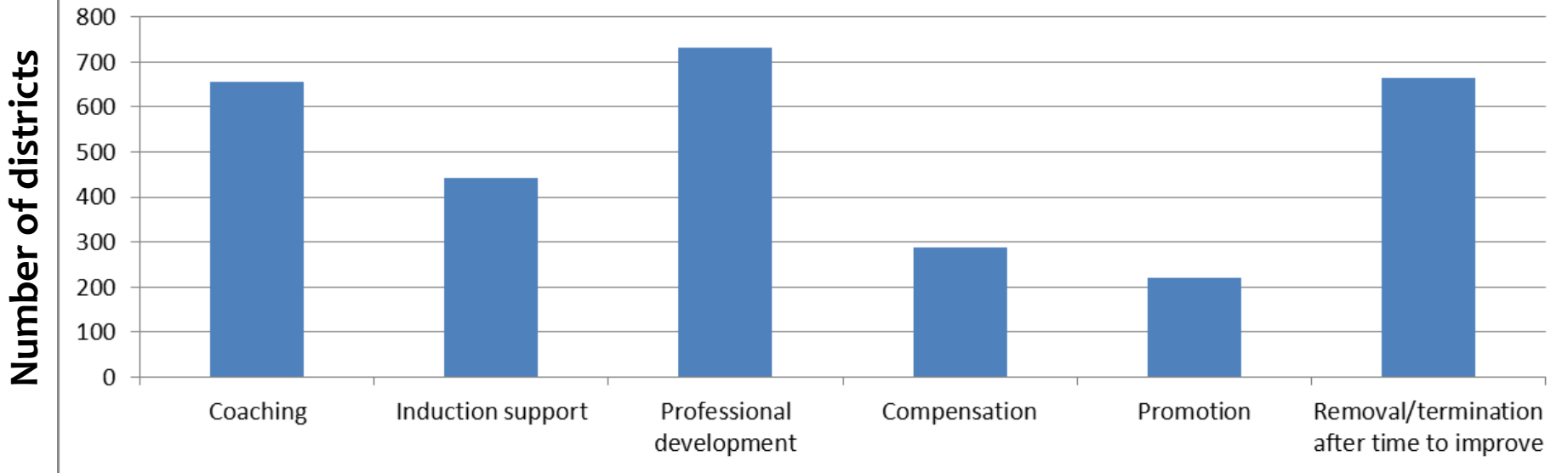
Label	Number	Percent
Ineffective	775	0.82%
Minimally Effective	1,998	2.11%
Effective	70,742	74.74%
Highly Effective	21,141	22.33%

IMPORTANT NOTES:

- Based on the labels *as determined by the local evaluation system; rigor of label designation is not consistent across districts*
- THERE is differentiation in label reporting → now, 22% of teachers are reported as “highly effective” → moving away from a satisfactory/unsatisfactory system
- We do not believe that 1% of teachers labeled as “ineffective” is unreasonable in the first year

2011-12 Survey: Decisions Informed

Types of Decisions Informed by Evaluation Results



Others types of decisions include: Assignment to committees or roles beyond the classroom, classroom support and assistance, layoff/recall/transfer, mentoring, staff placement, scheduling, setting improvement goals, and merit pay

MCEE Recommendation Overview

More comparable system across schools and districts

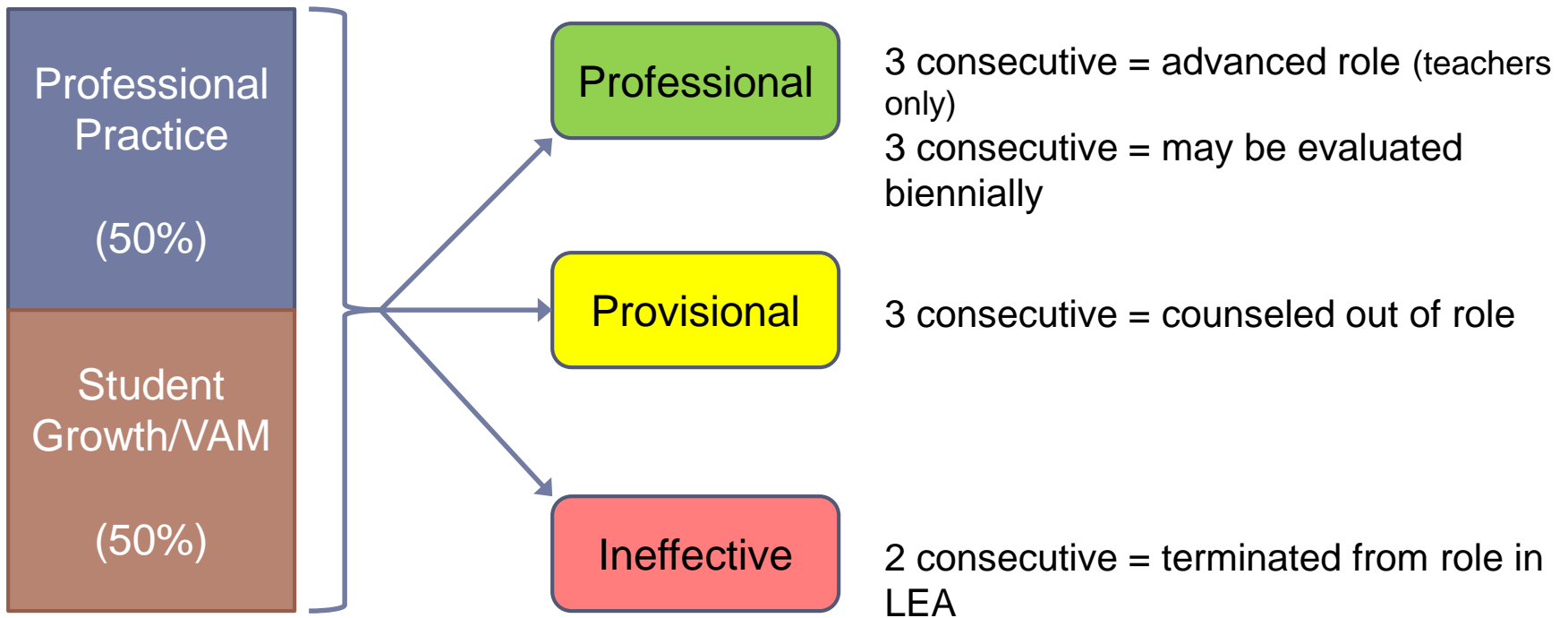
- ▶ Use of analogous observation tools
- ▶ More similar weighting of evaluation components

Greater emphasis on value added growth models

Training and support for implementation

Stronger consequences for ineffective educators

MCEE Recommendation Overview



Timeline on MCEE Recommendation

2013-14 school year

- ▶ Legislation and RFP/contract development

2014-15 school year

- ▶ Systems and training development

2015-16 school year

- ▶ Implementation of the new statewide system

Continue existing local systems until 2015-16

Key Take Aways

Support districts in refining system

- ▶ Observations
- ▶ Growth measures

Promote the use of evaluation data in decision making

- ▶ Professional development
- ▶ Rewards and recognition
- ▶ Career planning

Resources

Michigan Department of Education Educator Evaluations Website

http://www.michigan.gov/mde/0,4615,7-140-22709_57992---,00.html

MI School Data Portal

<https://www.mischooldata.org/DistrictSchoolProfiles/StaffingInformation/EducatorEffectiveness/Ratings.aspx>

Michigan Council on Educator Effectiveness Website

<http://www.mcede.org/>

Contact

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