

## Administrator Evaluations

## Purpose & Goals

### A Walk Through the Legislation and Changes

#### Big Picture of What's Ahead

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#### Purpose

To provide participants with insight on the upcoming legislative changes with teacher and administrator evaluations and how the changes will affect the School ADvance Administrator Evaluation tool/process.

#### Goals

1. To become familiar with the legislative changes/additions for teacher/administrator evaluations
2. To gain first hand knowledge of how the legislative changes will affect School ADvance users
3. To learn about the forthcoming training opportunities that will be provided for School ADvance districts

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## The Legislative Process

## Collective Bargaining Changes

Legislative **changes** have been made to the teacher and administrator evaluation laws in Michigan.

The process for the changes started with an introduction of Senate Bill 0395 by Senator Dayna Polehanki on June 15, 2023.

The changes went through the legislative process and were approved by both the Senate and House on November 2, 2023, by a small margin (20 yeas and 18 nays).

Senate Bill 0395 was signed by Governor Whitmer and filed with the Secretary of State on November 22, 2023.

[Legislative Process and Documentation](#)

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After to July 1, 2024 **changes** to the evaluation process:

1. The LEA must engage in collective bargaining over the topic of performance evaluations with representatives from teachers and administrators.
2. The student growth measures, data collection, and student learning objective metrics must be locally agreed upon between the LEA and the bargaining unit (20%)
3. The portion of the teacher/administrator evaluations that is not related to students growth, must be based on objective criteria (performance criteria (80%))

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## The Tool and Process

Current legislation for MCL 380.1249 remaining the **same**:

- Districts must adopt a rigorous, transparent, and fair evaluation system
- Provide timely and constructive feedback
- Establishes a clear approach to measuring student growth
  - Provides teachers and administrators with relevant data on student growth
- Evaluates teacher/administrator performance using multiple rating categories that take into account student growth and assessment data

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## Evaluation Training

Current legislation for MCL 380.1249 remaining the **same**:

- The district shall provide training to all teachers/administrators and evaluators on the evaluation tool that will be used for the year end evaluation
- The training must be provided by an individual that has expertise in the evaluation tool being used

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## Classroom Observations

Current legislation for MCL 380.1249 that was **changed**:

- The performance evaluations must include at least 2 classroom observations of teachers, for a minimum of 15 minutes, but does not need to be the entire class period
- Within 30 days of the observation, the administrator will provide written feedback to the teacher; if no written feedback is given, the prior year's rating will be used
- One observation may be unscheduled.
- The administrator must review the teacher's lesson plans and identify the state content standards being taught and student engagement activities in the lesson, and discuss these in the post-observation meeting
- The school administrator responsible for the teacher's year end evaluation must conduct at least one observation; other observation(s) may be conducted by someone who is trained on the tool being used.

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## Goals/IDPs/Mid Year Progress Reports

Current legislation for MCL 380.1249 that was **changed**:

- The year end evaluation must include specific performance goals, that are jointly developed, and include training that would help improve effectiveness
- Individualized Development Plans for Probationary Teachers and those who were rated in the lowest category on their most recent year end evaluation
- Mid-Year Progress Reports in writing that are aligned to the IDP
- Mid-Year Progress Reports may not replace the year end evaluation

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## Administrator Improvement Plans

Current legislation for MCL 380.1249 that was **changed**:

- The individual conducting an evaluation on an administrator and rates them as developing or needing support, must ensure that administrator has an improvement plan developed and is implemented to correct the deficiencies

Current legislation for MCL 380.1249 that was **Added**:

- The improvement plans for any administrators who is rated developing or needing support must include recommended professional development opportunities from the person conducting the evaluation

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## Rating Categories

Current legislation for MCL 380.1249 that was **changed**:

- Rating categories have gone from 4 down to 3 starting July 1, 2024
- The new rating categories are Effective, Developing, and Needing Support
- The School ADvance Rubrics have four levels of descriptions for each characteristics being rated; this will not change
- What will change is the final rating scoring range; the author will make a recommendation prior to July 1, 2024 to be used for final evaluation ratings.  
**Example: 0 - 2.3 needing support; 2.4 - 3.3 developing; 3.4 - 4.0 Effective**

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## Rating Categories

	Low End			High End
<b>Before July 2024</b>	Ineffective	Minimally Effective	Effective	Highly Effective
<b>After July 2024</b>	Needing Support	Developing	Effective	

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## Unevaluated Designation

Current legislation for MCL 380.1249 that was **added**:

- The teacher being evaluated must receive an evaluation designation of "unevaluated" if any of the following apply:
  - The teacher worked less than 60 days in the school year
  - The teacher's evaluation results were vacated through the grievance procedure
  - There were extenuating circumstances and the teacher and the LEA agree to give the teacher a designation of "unevaluated"
- In the case of an "unevaluated" designation, the teacher should be given the rating of the immediate year prior for consecutive year purposes
- The same rules apply to administrator evaluations

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## Biennial and Triennial Teacher Evaluations

Current legislation for MCL 380.1249 that was **changed**:

1. Prior to July 1, 2024, the LEA may choose to conduct year end evaluations on any teacher biennially or triennially, instead of annually, (other than those in their probationary period), if a teacher has been rated as “highly effective” on the most recent 3 consecutive year end evaluations.
2. After July 1, 2024, the LEA may choose to conduct year end evaluations on any teacher biennially or triennially, instead of annually, (other than those in their probationary period), if a teacher has been rated at “effective” on the most recent 3 consecutive year end evaluations.
3. If a teacher is not rated as “effective” on one of the biennial or triennial evaluations, they return to being evaluated annually

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## Biennial Administrator Evaluations

Current legislation for MCL 380.1249 that was **changed**:

1. Prior to July 1, 2024, the LEA may choose to conduct year end evaluations on any administrator biennially, instead of annually, if the administrator has been rated as “highly effective” on the most recent 3 consecutive year end evaluations.
2. After July 1, 2024, the LEA may choose to conduct year end evaluations on any administrator biennially, instead of annually, if the administrator has been rated at “effective” on the most recent 3 consecutive year end evaluations.
3. Reasons for returning to annual administrator evaluations:
  - a. The administrator was not rated as “effective” on the most recent evaluation
  - b. The administrator conducting the evaluation has changed
  - c. A Superintendent or Chief Administrator being evaluated leaves and goes to a new district

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## Teacher Mentors and Coaches

Current legislation for MCL 380.1249 that was **added**:

1. Prior to July 1, 2024, the LEA shall assign a mentor or a coach to any teacher in their first year of their probationary period or if they received an “ineffective or minimally effective” rating on the prior year’s evaluation
2. After July 1, 2024, the LEA shall assign a mentor or a coach to any teacher in their first year of their probationary period or if they received an evaluation rating of “needing support” on the prior year’s evaluation

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## Administrator Mentors and Coaches

Current legislation for MCL 380.1249 that was **added**:

1. After July 1, 2024, the LEA shall assign a mentor or a coach to any administrator, not including a school Superintendent, in for the first 3 years in which the school administrator is new in the administrative position.

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## Teacher Request for Evaluation Review

Current legislation for MCL 380.1249 that was **added**:

After July 1, 2024:

1. Not happy with rating, the teacher must request in writing within 30 calendar days for the Superintendent to review
2. Superintendent reviews and responds within 30 calendar days whether or not modifications were made
3. Matter not resolved, within 30 calendar days the teacher requests mediation in writing (or the bargaining unit can also submit the request)
4. Within 15 days of receipt of the request for mediation, the LEA must respond in writing that the mediation will be scheduled asap

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## Administrator Request for Evaluation Review

Current legislation for MCL 380.1249 that was **added**:

After July 1, 2024:

1. Not happy with rating, the administrator must request in writing within 30 calendar days for a review (to who?)
2. (Who?) reviews and responds within 30 calendar days whether or not modifications were made
3. Matter not resolved, within 30 calendar days the administrator requests mediation in writing (to who?) (or the bargaining unit can also submit the request)
4. Within 15 days of receipt of the request for mediation, (who?) must respond in writing that the mediation will be scheduled asap

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## Teacher Grievance/Arbitration Request

Current legislation for MCL 380.1249 that was **added**:

After July 1, 2024:

1. If a teacher receives “needing support” on 2 consecutive evaluation ratings, the teacher or the bargaining unit may use the grievance process in the bargaining unit or employment contract.
2. If there is no grievance process in the bargaining unit contract or employment contract, the teacher can request in writing, binding arbitration with the American Arbitration Association within 30 days of receiving the written response from the LEA.

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## Administrator Grievance/Arbitration Request

Current legislation for MCL 380.1249 that was **added**:

After July 1, 2024:

1. If an administrator receives “needing support” on 2 consecutive evaluation ratings, the administrator or the bargaining unit may use the grievance process in the bargaining unit or employment contract.
2. If there is no grievance process in the bargaining unit contract or employment contract, the administrator can request in writing, binding arbitration with the American Arbitration Association within 30 days of receiving the written response from the LEA.

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## Teacher or Administrator Dismissal

Current legislation for MCL 380.1249 that was **changed**:

1. Prior to July 1, 2024, if a teacher or administrator is rated “ineffective” on 3 consecutive year end evaluations, the LEA shall dismiss the teacher from employment
2. After July 1, 2024, if a teacher or administrator is rate “needing support” on 3 consecutive year end evaluations, the LEA shall dismiss the teacher from employment

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## Student Growth

Current legislation for MCL 380.1249 that was **changed**:

1. Student growth has been lowered to 20% starting with the 2024-2025 school year
2. Student growth no longer requires State Assessment measures
3. Student growth can be based on academic measures for student learning objectives
4. Student growth measures must be the same for teachers/administrators

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## Rater-Reliability Training

Current legislation for MCL 380.1249 that was **added**:

1. Not later than September 1, 2024 and every 3 years thereafter, each individual who conducts and evaluation under this section, shall complete a rater-reliability training provided by the LEA or entity that employs that individual.

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## Rater-Reliability Requirements

Current legislation for MCL 380.1249 that was **added**:

1. Rate reliability training must include all of the following:
  - a. A clear and consistent set of evaluation criteria that all evaluators can use when assessing teacher performance
  - b. Clear expectations for what evaluators should look for when assessing teacher performance, including identifying evaluation criteria that all evaluators can use when assessing teacher performance
  - c. Training on the evaluation tool itself, including how to conduct classroom observations, collect data, and analyze results.
  - d. Calibration exercises that help evaluators practice using the evaluation criteria and establish consistency in the evaluators evaluation.
  - e. Ongoing support for evaluators, including feedback and coaching to help evaluators improve their skills and ensure they are consistently applying the evaluation criteria.

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## Student Placements

Current legislation for MCL 380.1249 that was **changed**:

1. The LEA shall not assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ineffective or needing support on the teacher's 2 most recent year end evaluations
2. Notify parents in writing if the LEA cannot comply with the student placement requirement; the written notice must be no later than July 15 immediately preceding the beginning of the school year for which the student is assigned to the teacher, and include an explanation of why the LEA cannot comply
3. If the teacher requested an evaluation review, the LEA must not issue the notification until the review process is complete

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## Administrator Evaluations and Classroom Visits

Current legislation for MCL 380.1249 that was **added**:

1. The evaluator conducting the school level administrator's evaluation shall:
  - a. Visit the school building where the administrator works
  - b. Review the school's improvement plan
  - c. Observe classrooms with the school administrator
  - d. Collect evidence of the school improvement plan strategies being implemented
  - e. Collect evidence the impact school improvement has on learning

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## Transparency Reporting

Current legislation for MCL 380.1249 remaining the **same**:

An LEA must post on its public website all of the following information about the evaluation tool or tools it uses for its performance evaluation for teachers/administrators

- a. The research base
- b. The identity and qualifications of the authors
- c. Evidence of reliability, validity, and efficacy
- d. The evaluation frameworks and rubrics with detailed descriptors for each performance level on key summative indicators
- e. A description of the process for conducting classroom observations, collecting evidences, conducting evaluation conferences, developing performance ratings, and developing performance improvement plans
- f. A description of the training plan for providing training to evaluators and observers

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## Up in the Air Still

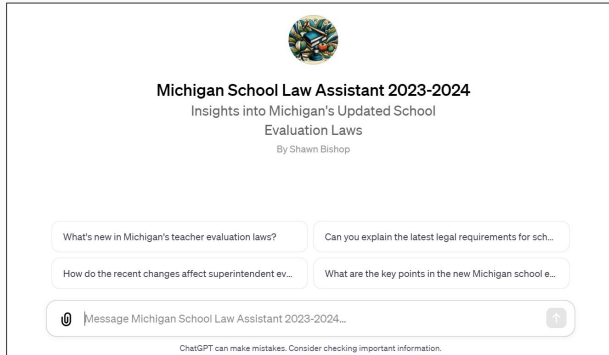
1. Crossing over from before July 1, 2024 and after July 1, 2024
  - a. The rating categories can be co-mingled as highly effective and effective, as well as ineffective and needing support
2. Who would an administrator request a review of if the Superintendent is the one who conducted the evaluation of the administrators?
3. Rater Reliability Training for districts that have only one administrator - single building districts?
4. Probationary Period for teachers, typically first 3 years in profession. Some of the legislation refers to only first year of probation period, while other parts refer to probationary period.
5. Where will districts find administrator coaches/mentors?
6. Will Ed Orgs tap into the State allocated funds for coaches/mentors and provide a pool of them for new administrators?

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## GPT / AI Help

With ChatGPT 4.0 You  
Can Experiment with

[http://tinyurl.com/2024  
MichEvalUpdate](http://tinyurl.com/2024MichEvalUpdate)



The screenshot shows a ChatGPT chat window with the following content:

- Profile picture: A globe icon.
- Title: **Michigan School Law Assistant 2023-2024**
- Subtitle: Insights into Michigan's Updated School Evaluation Laws
- Author: By Shawn Bishop
- Four suggested prompts in rounded rectangles:
  - What's new in Michigan's teacher evaluation laws?
  - Can you explain the latest legal requirements for sch...
  - How do the recent changes affect superintendent ev...
  - What are the key points in the new Michigan school e...
- Input field: Message Michigan School Law Assistant 2023-2024...
- Footer: ChatGPT can make mistakes. Consider checking important information.

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## Thank You

Thank you for your participation today!

We hope you have learned a little more about the upcoming legislative changes for teacher and administrator evaluations that you knew when you arrived.

If you have thoughts or questions after today, please feel free to email us at:

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