

MEMO

To: JPS Board of Education

From: Krista Osterberg, Executive Director, Jenison Innovation Academy (JIA)

Date: 8/27/2026

Subject: Approval Request – The Redmer Continuous Growth Model for Digital Teaching

Approval of The Redmer Continuous Growth Model for Digital Teaching

Jenison Innovation Academy (JIA) is requesting Jenison Public Schools Board of Education approval to adopt [The Redmer Continuous Growth Model for Digital Teaching](#) as its teacher evaluation and professional growth framework beginning with the 2026–2027 school year.

On August 20, 2026, the [Michigan Department of Education \(MDE\)](#) announced that The Redmer Continuous Growth Model for Digital Teaching was officially added to Michigan's list of [State-Approved Teacher Evaluation Tools](#). State-approved tools are reviewed under Michigan's educator evaluation requirements and must meet established guidelines for reliability, validity, and efficacy.

The Redmer Model was developed specifically for K–12 digital and hybrid educators, making it uniquely aligned with JIA's instructional model. The framework recognizes the distinct practices required for high-quality digital instruction, including instructional design, student engagement and connection, synchronous and asynchronous instruction, and effective use of digital learning environments.

Rather than viewing evaluation as a single observation or annual event, the Redmer Model establishes a continuous cycle of professional growth that includes self-reflection, goal setting, ongoing professional learning, observation, feedback, and evaluation. The [framework and rubric provide](#) JIA educators and administrators with common expectations for high-quality digital teaching while supporting individualized professional growth.

Adoption of the Redmer Model will allow JIA to use a state-approved evaluation tool intentionally designed for the environment in which our educators teach, while strengthening the connection among teacher evaluation, professional learning, instructional quality, and continuous improvement.

[The Redmer Model Postings & Assurances](#)