

REVISED POLICY – VOLUME 25, NO. 2

PROFESSIONAL STAFF EVALUATION

The Board of Education, through the powers derived from the School Code and other relevant statutes, is responsible for the employment and discharge of all personnel. To carry out this responsibility, with involvement of professional staff who are regularly involved in instructional matters, it delegates to the Superintendent the function of establishing and implementing a rigorous, transparent, and fair performance evaluation system that does all of the following:

- A. evaluates the employee's job performance at least annually while providing timely and constructive feedback
- B. establishes clear approaches to measuring student growth and provides professional staff with relevant data on student growth
- C. evaluates an employee's job performance, using multiple rating categories that take into account data on student growth as a significant factor

For these purposes, student growth shall be measured by national, State, or local assessments and other objective criteria.

- D. uses the evaluations, at a minimum, to inform decisions regarding all of the following:
 - 1. the effectiveness of employees, so that they are given ample opportunities for improvement
 - 2. promotion, retention, and development of employees, including providing relevant coaching, instruction support, or professional development
 - 3. whether to grant tenure or full certification, or both, to employees, using rigorous standards and streamlined, transparent, and fair procedures
 - 4. removing ineffective tenured and untenured employees after they have had ample opportunities to improve, and providing that these decisions are made using rigorous standards and streamlined, transparent, and fair procedures

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- E. rates employees using four rating categories: Highly Effective, Effective, Minimally Effective, or Ineffective

The Board of Education shall comply with recent amendments to Section 1249 of the Revised School Code beginning with the 2013-2014 school year. The Superintendent or designee, following consultation with teachers and administrators, shall make such changes as s/he believes are desirable to enhance teaching and learning with the District and assure the District's compliance with the requirements of section 1249 as amended.

The Board and Superintendent, or designees will also examine the recommendation of the Michigan Council on Educator Effectiveness and may revise this policy accordingly.

Decisions regarding the development, content, standards, procedures, adoption and implementation of performance evaluation systems, and decisions about the content of performance evaluation systems, and the impact of such decisions on the individual employee, or the applicable bargaining unit, shall not be in the subject of any terms or conditions within a collective bargaining agreement between the District and a collective bargaining representative of such teachers.

Sources: MCL 380.1248, 1249; MCL 38.831;
MCL 38.93, as amended by Public Acts 100. 101 and 102, effective July 19, 2011
MCL 380.1143(d)

Revised June 11, 2012