



## School Advance Administrator Evaluation: Postings and Assurances

*Per MCL 380.1249: Beginning with the 2016-2017 school year, a school district, intermediate school district, or public school academy shall post on its public website specific information about the evaluation tool(s) used for its performance evaluation system for teachers. Complete language (including requirements) for MCL 380.1249 can be found [here](#).*

*This evaluation tool has been approved by the district, as the result of a review process implemented with fidelity. The contents of this document are compliant with the law laid forth, specifically pertaining to **School Advance**.*

---

### **Research Base for the Evaluation Framework, Instrument, and Process** [Section 1249(3)(a)]

See the attached Michigan Assurances Document or go to

[http://www.goschooladvance.org/sites/default/files/AssurancesDoc\\_Michigan\\_Users\\_2016\\_6.pdf?sid=895](http://www.goschooladvance.org/sites/default/files/AssurancesDoc_Michigan_Users_2016_6.pdf?sid=895)

---

### **Identification and Qualifications of the Author(s)** [Section 1249(3)(b)]

See the attached Michigan Assurances Document or go to

[http://www.goschooladvance.org/sites/default/files/AssurancesDoc\\_Michigan\\_Users\\_2016\\_6.pdf?sid=895](http://www.goschooladvance.org/sites/default/files/AssurancesDoc_Michigan_Users_2016_6.pdf?sid=895)

---

### **Evidence of Reliability, Validity, and Efficacy** [Section 1249(3)(c)]

See the attached Michigan Assurances Document or go to

[http://www.goschooladvance.org/sites/default/files/AssurancesDoc\\_Michigan\\_Users\\_2016\\_6.pdf?sid=895](http://www.goschooladvance.org/sites/default/files/AssurancesDoc_Michigan_Users_2016_6.pdf?sid=895)

---

### **Evaluation Framework and Rubric** [Section 1249(3)(d)]

See the attached Michigan Assurances Document or go to

[http://www.goschooladvance.org/sites/default/files/AssurancesDoc\\_Michigan\\_Users\\_2016\\_6.pdf?sid=895](http://www.goschooladvance.org/sites/default/files/AssurancesDoc_Michigan_Users_2016_6.pdf?sid=895)

---

### **Description of Process for Conducting Classroom Observations, Collecting Evidence, Conducting Evaluation Conferences, Developing Performance Ratings, and Developing Performance Improvement Plans** [Section 1249(3)(e)]

- All teachers will be formally observed at least 1 time a year. Feedback will be given face-to-face within 24 hours of the observation. The format of the feedback follows the Danielson Post Observation form.
- All teachers will be informally observed at least 1 time a year. Feedback will be given face-to-face within 24 hours of the observation.
- All teachers will be observed at least 90 minutes with a combination of formal and informal observations.
- The observations will focus on Domains 2 and 3 in the Framework for teaching by Charlotte Danielson.
- All administrators will create a Professional Development Plan and will be reviewed mid-year and at the end of the year.
- An improvement plan will be developed for all administrators that are ineffective or minimally effective on the Final Evaluation for the next year.
- Student Growth Data will be 25% of the final evaluation
- All administrators will be evaluated by MJ Management Services Inc.

---

**Description of Plan for Providing Evaluators and Observers with Training** [Section 1249(3)(f)]

All administrators and superintendents will be formally trained using materials from the School Advanced group. The training will occur in person and supported through time for reflection, dialogue, discussion, and co-observations.