



The Framework for Teaching by Charlotte Danielson Teacher 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 **The Framework for Teaching by Charlotte Danielson**.*

Research Base for the Evaluation Framework, Instrument, and Process [Section 1249(3)(a)]
See <http://www.danielsongroup.org/research/> and attached Michigan Assurances Document.

Identification and Qualifications of the Author(s) [Section 1249(3)(b)]
See <http://www.danielsongroup.org/charlotte-danielson/> and attached Michigan Assurances Document.

Evidence of Reliability, Validity, and Efficacy [Section 1249(3)(c)]
See <http://www.danielsongroup.org/research/>

Evaluation Framework and Rubric [Section 1249(3)(d)]
See <http://www.danielsongroup.org/framework/>

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 of Domains 2 and 3 in the Framework for Teaching by Charlotte Danielson.

- All teachers will create a Professional Development Plan and will be reviewed mid-year and at the end of the year.
- A Mid-Year Progress Report will be developed for all teachers that are new to the district or that are on an Individual Development Plan.
- All teachers will receive a final evaluation.
- Student Growth Data will be 25% of the final evaluation

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

All evaluators and observers will be formally trained using materials from the Charlotte Danielson group. The training will occur in person or online and supported through time for reflection, dialogue, discussion, and co-observations.