

# **EVALUATION OF INSTRUCTIONAL EMPLOYEES** **THE MACOMB ASSESSMENT AND EVALUATION SYSTEM**

## **DESCRIPTION**

The Chippewa Valley School District is responsible by law for the employment and supervision of all personnel. MCL 380.11a(3)(d). The use of the term teacher includes instructional administrators.

As part of the recent legislation, the state mandated that teachers have a "rigorous, transparent, and fair" performance evaluation each year. Student growth data shall be a significant factor in each teacher's evaluation. In Macomb County, school administrators and teachers formed a work group to develop models to help provide guidance to the local districts and their bargaining units. The work group established the following system:

1. All teachers shall be evaluated annually and shall be provided timely and constructive feedback.
2. The collective bargaining agreement (for the local district) and the Michigan Teachers' Tenure Act shall govern the evaluation format and process for probationary teachers, tenure teachers on an IDP and tenure teachers subject to an evaluation every third year. For the remaining tenure teachers, it may be determined locally to modify existing evaluation processes and instruments for compliance with section 1249 of the Revised School Code.
3. Student growth data will be utilized as a significant factor as defined locally with consideration given to the Michigan Department of Education guidelines. The interpretation of student growth data will be consistent with the Michigan Teachers' Tenure Act. See *Gantz v Detroit Public Schools*, TTC 96-17 and *Sharkey v Oak Park School District*, TTC 74-41-R.
4. Student growth data measures, for the purpose of annual evaluation, will be developed with the involvement of the teacher and must include, but not limited to, multiple assessments as listed on the Macomb County Growth Measurements Dashboards. Click on this link to see Attachment A:  
[http://www.chippewavalleyschools.org/DIRECTORY/pdf/Evaluation\\_Instructions\\_Attachment\\_A1.pdf](http://www.chippewavalleyschools.org/DIRECTORY/pdf/Evaluation_Instructions_Attachment_A1.pdf)
5. Student growth data may be measured by growth/progress between the initial and the final student assessments.

In accordance with MCL 380.1249(7) the Chippewa Valley School District has notified the Governor's Council of Educator Effectiveness that it has adopted/implemented the Macomb Assessment and Evaluation System, and therefore, is exempt from the requirements of MCL 380.1249(2) and (3).