

## **TEAM FAQ'S**

What percentage of student growth is included in my evaluation for this school year (2015-16)?

For the 2015-2016, 2016-2017, and 2017-2018 school years, 25% of the annual year-end evaluation is based on student growth and assessment data. Beginning with the 2018-2019 school year, the percentage is 40%.

Is all student growth based on the state test?

No, growth must be based on **multiple measures**. One measure can be the state test if it is administered for the grade and/or subject you teach. Beginning with the 2018-2019 school year, 20% of the growth number must be based on the state test if it is administered for the grade and/or subject you teach. If it isn't, other growth measures will be used.

What can we use to measure growth other than the state test?

Research-based growth measures or alternative assessments that are rigorous and comparable across schools within the school district, intermediate school district, or public school academy can be used. Student growth also may be measured by student learning objectives, or nationally normed or locally adopted assessments that are aligned to state standards, or based on achievement of individualized education program goals.

I am one of two chemistry (Spanish, literature, history, etc.) teachers at my high school. Can a different growth measurement be used for my evaluation than for the other chemistry (Spanish, Literature, History etc.) teacher?

No, since growth measurements must be comparable across schools within a school district for all similarly situated teachers, the same growth measurement will be used for both of you.

I'm a probationary teacher. What do I have to do to get my professional teaching certificate?

**Beginning on July 1, 2018:**

You must have successfully completed at least three full years of classroom teaching.

And you must meet one of the following criteria:

- Be rated as either effective or highly effective on your annual year-end performance evaluation for the three consecutive school years immediately preceding your application for the professional teaching certificate.
- or be rated as either effective or highly effective on your annual year-end performance evaluation for at least three non-consecutive school years before your application for the professional teaching certificate and submit a recommendation from the chief school administrator of the school at which you are currently employed stating that you can be issued a professional teaching certificate.

Under the current administrative rules, a provisional teaching certificate is good for up to six years and can be renewed up to three times for three years per extension. In other words, if a teacher was unable to qualify for a professional certificate within the first six years of teaching, that teacher could teach under a provisional certificate for up to a total of fifteen years. This makes it unlikely that a series of bad evaluations could cost teachers their certificate.

Will my administrator be trained on how to use the new evaluation tool my district has chosen?

Yes, beginning with the 2016-2017 school year, your administrator will be trained and that training will be paid for by the state.

Will I be trained on the new evaluation tool my district has chosen?

Yes, beginning with the 2016-2017 school year, you will receive training and that training will be paid for by the state.

What evaluation tools can my district use?

While still maintaining high standards, we worked to provide the maximum amount of flexibility possible on the evaluation tool used in each district. Under the new law, districts may use the tools recommended by the Michigan Council on Educator Effectiveness (MCEE). Those are Charlotte Danielson's Framework for Teaching, Marzano's Teacher Evaluation Model, The Thoughtful Classroom, and 5 Dimensions of Teaching Learning. Districts may use a modified version of one of these tools, or they may use a locally-developed tool. There are additional district requirements if a district decides to use a modified or locally-developed tool.

Is student growth a part of my administrator's evaluation?

Yes, student growth is a part of your administrator's evaluation in the same percentages as yours. Theirs will be based on an aggregate of the growth scores for the school.

What if my principal is bad at evaluations?

How well a principal does teacher evaluations is a part of his or her evaluation.

I have a student who never attends class. Will I be rated on his or her growth scores?

An administrator can exempt a student's scores.

How many classroom observations will be done?

At least two must be done. They do not have to last the entire class period. One observation has to be done by your evaluator and one may be done by someone else designated by your evaluator. For example, if you teach an AP Spanish class and most of the class is taught in Spanish, an administrator may ask another administrator who is fluent in Spanish to perform one of the observations.

I've been rated highly effective for three years in a row. Do I still have to have yearly evaluations?

No, you can be evaluated every other year.

How long after an observation do I have to wait for feedback from my administrator?

Beginning with the 2016-2017 school year, feedback on observations must be provided within 30 days.

Is the law in effect now?

The law is in effect now, but different sections have different implementation dates.

**Effective immediately** Change to student growth as a percentage of teacher evaluations from 50% to 25%

**Effective 2016-2017** Training of teachers and administrators on evaluation tool

**July 1, 2018** Change in the process for moving from a provisional to a professional certificate