

EVALUATION OF INSTRUCTIONAL EMPLOYEES LAKEVIEW PUBLIC SCHOOLS ASSESSMENT AND EVALUATION SYSTEM DESCRIPTION

Lakeview Public Schools 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 Lakeview Public Schools 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 (see attached).
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) Lakeview Public Schools 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).

**Macomb County
Dashboards
Student Growth Measurements**

Elementary (Grades K-5/6)

Secondary (Grades 6/7-8/9)

Secondary (Grades 9/10-12)

MEAP Scale Scores
(Grades 2-5/6)

MEAP Scale Scores
(Grades 6 & 7)

MME Scale Scores
(Grades 9/10-11)

MLPP
(Grades K-3)

Department Common
Assessments
(Pre & Post)
(Grades 6/7-8/9)

Department Common
Assessments
(Pre & Post)
(Grades 9/10-12)

DIBELS
(Grades K-3)

of Students
Pass/Fail Rate
(Grades 6/7-8/9)

of Students - Credit Earned
(Grades 9/10-12)

Common
Assessment/Content
Area
(Grades K-5/6)

Standardized Test
Results
(NWEA; Iowa)
(Grades 6/7-8/9)

AP Test Scores
(Grades 10-12)

Standardized Test
Results
(Grades K-5/6)

Student Performance
Project Based
(Grades K-6/7-8/9)

Graduation
Rates
(Grades 9/10-12)

Student Performance
Project Based
(Grades K-5/6)

Explore/Plan
(Grades 8/9/10)

ACT
Work Keys
(Grades 9/10-11)

Special Education:
IEP Goals
MI-Access
Brigance Inventory
Woodcock Johnson

Special Education:
IEP Goals
MI-Access
Brigance Inventory
Woodcock Johnson

Student Performance
Project Based
(Grades 9/10-12)

Other

Other

Explore/Plan
(Grades 9/10)

Special Education:
IEP Goals
MI-Access
Brigance Inventory
Woodcock Johnson

Other