

**Mid-Michigan Leadership Academy
Teacher Evaluation: Postings and Assurances
District-Approved Evaluation Tool**

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 Mid-Michigan Leadership Academy. The contents of this document are compliant with the law laid forth, specifically pertaining to teacher performance evaluation tools.

Tim Tenneriello

Printed Name of Tim Tenneriello, School Director



Signature of Tim Tenneriello, School Director

4/11/17

Date of Approval

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

- The teacher performance evaluation and observation tools use components from Robert Marzano and Charlotte Danielson teacher evaluation models.

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

- Authors of the performance evaluation and observation tools are long-time educators and evaluators of teacher performance [bios attached].

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

- The teacher evaluation tool is a district-approved tool that has not been subjected to peer reviewed research to determine reliability, validity, and efficacy. The tool is consistently used across the network of schools and regularly calibrated and improved to ensure consistency of application and efficacy in terms of feedback delivered to teachers.

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

- A copy of teacher evaluation framework and rubric is posted to the school website and includes the performance evaluations for classroom teachers, specials teachers (PE, music, art, computer), special education teachers, intensive teachers, and kindergarten teachers
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Description of Process for Conducting Classroom Observations, Collecting Evidence, Conducting Evaluation Conferences, Developing Performance Ratings, and Developing Performance Improvement Plans [Section 1249(3)(e)]

- A copy of Performance Management Procedural Guide is attached and includes processes and procedures for monitoring and documenting employee performance on an ongoing basis
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Description of Plan for Providing Evaluators and Observers with Training [Section 1249(3)(f)]

- On an annual basis, the Academic Quality Controllers (AQC) for U.S. SABIS® schools receive training on effective classroom observations and serving as an instructional coach to teachers. At the Annual Academic Conference in 2016, the training included watching a pre-recorded lesson of a teacher from a SABIS® school. Throughout the lesson, the AQC filled out the formal observation form to rate the teacher's performance. After the lesson was complete, there was a roundtable discussion about what they saw. This time also allowed for any clarifying questions on how to evaluate the observation. Finally, the AQC role played the delivery of a post-observation meeting in which an AQC will deliver feedback to the teacher on how to improve his/her instructional delivery.
 - Throughout the year, AQC also receive Professional Development training on effective classroom observations in person and/or via webinar.
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