

SB 981: <http://legislature.mi.gov/documents/2009-2010/publicact/htm/2009-PA-0205.htm>

Effective date: January 4, 2010

Sec. 1249: Job performance evaluation

“With involvement of teachers and school administrators,” board of school district, ISD or PSA shall “adopt and implement for all teachers and school administrators a rigorous, transparent, and fair performance evaluation system.”

Must include:

- (a) A job performance evaluation at least annually with “timely and constructive feedback”
- (b) “Clear approaches to measuring student growth” and “relevant data on student growth”
- (c) “Multiple rating categories” in job performance evaluation with “data on student growth as a significant factor”; student growth measured by “national, state, or local assessments and other objective criteria”
- (d) Evaluations “inform decisions” regarding:
 - i. “Effectiveness,” given “ample opportunities for improvement”
 - ii. “Promotion, retention and development, “ which includes “relevant coaching, instruction support or professional development”
 - iii. “Whether to grant tenure or full certification,” using “rigorous standards and streamlined, transparent, and fair procedures”
 - iv. “Removing ineffective tenured and untenured teachers and school administrators,” after “ample opportunities to improve” and using “rigorous standards and streamlined, transparent, and fair procedures”

Sec. 1250: Performance pay

(1) “Maintain and implement a method of compensation...that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation.”

(2) “If a collective bargaining agreement is in effect...as of [January 4, 2010]...and if that collective bargaining agreement prevents compliance with subsection (1), then subsection (1) does not apply...until after the expiration of that collective bargaining agreement.”

From related MDE memo (2/8/2010)

- "Significant" is defined as 40-60 percent of the overall evaluation. Of that 40-60 percent, 20-30 percent should be based on existing state student growth measures, with the remaining half based on growth measures developed and collectively bargained locally.
- Districts will be provided with best practices on developing evaluation systems, including peer review processes, and local growth measures.
- As part of state and federal efforts toward public transparency, collective bargaining agreements, which include evaluation systems and student growth measures, will be posted on district web sites as now required by Public Act No. 121 of 2009.