

***Updating the BACC
Evaluation Process to meet
the new School Reform Law***

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Getting started

- Met with our SIP team to highlight the new school reform law.
- Conducted an all staff meeting for review as well.

Race to the Top Legislation:

- School code 1249: Evaluation
- School code 1250: Compensation
- State Aid Act 94a: Teacher Identifier

Race to the Top Facts

- Michigan was not selected as one of the states to receive Federal RTT dollars.
- The Michigan Legislature passed several laws that are in effect even though we did not receive any additional funding.
- These laws immediately impact us and all school districts must comply with them by Sept 1, 2011 or expiration of their collective bargaining agreement.

Data Systems to Measure Growth

- Build a data systems to measure student growth and success and inform teachers and principals about how they can improve instruction.

School Code 1249

Performance Evaluation

- Annual Evaluation – “Evaluates teacher’s and administrators job performance **at least annually** while providing timely and constructive feedback.”
- Linked to the SIP plan.
- At least 45% of the evaluation based on student growth in academic achievement.

School Code 1249

Performance Evaluation

- **Multiple Rating Categories** – “Evaluates a teacher’s or administrator’s job performance, using **multiple rating categories** that take into account data on student growth as a **significant** factor.”
- **Student Growth** measurement shall be measured by **National, State or Local assessments and other objective criteria.**”

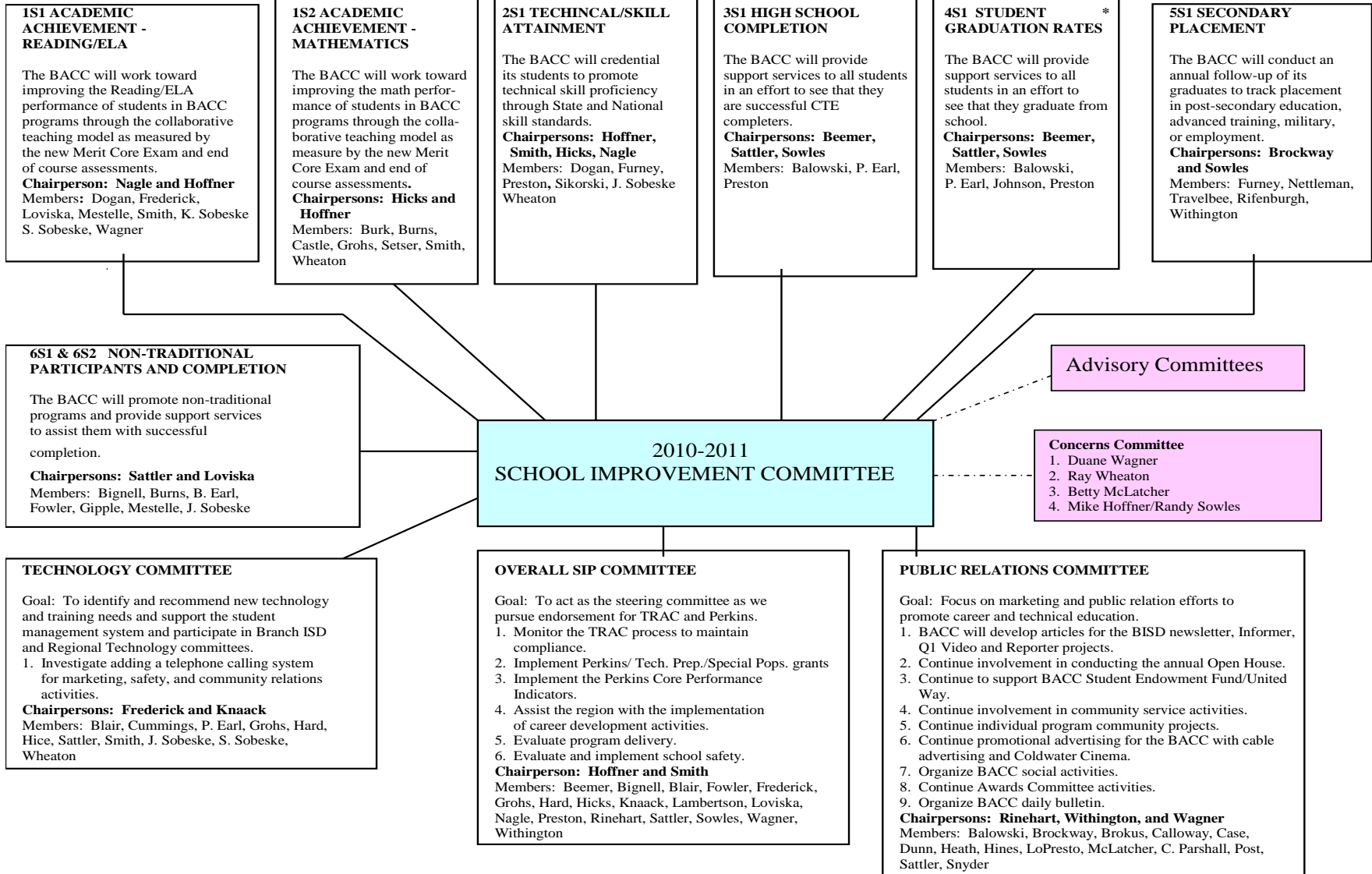
What is BACC's Current Process?

- Probationary vs Tenured Teacher

What is added new to BACC's Process

- Data linked to the SIP plan.
- Student growth as determined by multiple measures of student learning, including national, state, or local assessments or other objective criteria.

SIP/TRAC/PERKINS GOALS



Individual Growth Plan

- Data Charts by category
- Question's for review

Completion date and Review Schedule

- Handed out Sept 16th and returned Sept 30th.
- 16 program reviews during the month of October.
- Each lasted about 1 hour.

Collect comments and look for common themes.

- See attached.
- Be open minded and positive.
- Remind yourself that this is a pilot process.

Continue to work with the SIP Team

- Refining the process
- Establishing benchmarks
- Updating questions/worksheets by category.
- See new questions

School Code 1250

Performance-Based Compensation

- A district **shall** implement a compensation method for teachers and administrators that includes “**job performance and job accomplishments as a significant factor**” to determine “**compensation**”
- **And additional compensation.”**

State School aid Act Section 94a Teacher Identifier System

- **The identifier system shall** correlate individual student academic achievement data, including growth in academic achievement, to each teacher who has taught the student.
- Provide access to data by school board members, teachers, and administrators so they can make informed decisions to improve instruction and student achievement.