School ADvance Administrator Evaluation: Postings and Assurances

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 the district, as the result of a review process implemented with fidelity. The contents of this document are compliant with the law laid forth, specifically pertaining to **School ADvance**.

School ADvance Assurances Document:

http://www.goschooladvance.org/sites/default/files/School-ADvance-Assurances-2.0 Aug2018.pdf?sid=1217

School ADvance Implementation Fidelity Document

https://drive.google.com/file/d/10Ycbo5UTv9btg4yp1GhmSMgtzPhD3xx6/view?usp=sharing

Research Base for the Evaluation Framework, Instrument, and Process [Section 1249(3)(a)] See the attached Michigan Assurances Document or go to http://www.goschooladvance.org/sites/default/files/AssurancesDoc Michigan Users 2016 6.pdf?sid=895.

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

See the attached Michigan Assurances Document or go to http://www.goschooladvance.org/sites/default/files/AssurancesDoc Michigan Users 2016 6.pdf?sid=895.

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

See the attached Michigan Assurances Document or go to http://www.goschooladvance.org/sites/default/files/AssurancesDoc Michigan Users 2016 6.pdf?sid=895.

Description of Process for Conducting Classroom Observations, Collecting Evidence, Conducting Evaluation Conferences, Developing Performance Ratings, and Developing Performance Improvement Plans [Section 1249(3)(e)]

https://drive.google.com/file/d/1AeD5ZEw8-IKWIdJ5Nzj9sracUHk3eqzl/view?usp=sharing

Description of Plan for Providing Evaluators and Observers with Training [Section 1249(3)(f)] All administrators and superintendents will be formally trained using materials from the School ADvance group. The training will occur in person and supported through time for reflection, dialogue, discussion, and co-observations. Trainings will be signed up for during the onboarding process.

EVALUATION TIMELINES

2018 • 2019



EVALUATION TEACHER

TEACHER SELF-ASSESS

2

DETERMINE A FOCUS

3

TEACHER CREATES INDIVIDUAL DEVELOPMENT **PLANS:**

- School-wide goal together
- During one-on-one meetings with administration, develop goals around your identified areas of focus

IMPLEMENT & SUPPORT:

- Professional learning communities
- Coaching conversations (documented)

5

AUGUST • SEPTEMBER • OCTOBER • NOVEMBER • DECEMBER • JANUARY • FEBRUARY • MARCH • APRIL • MAY • JUNE

ANALYZE IMPACT:

• Fall-Winter data



RE-DETERMINE A FOCUS:

progress CYCLE # Mid-year p

1,2019

March

due

IMPLEMENT & SUPPORT:

TOTAL: Minimum of 75



ANALYZE IMPACT:

• Fall-Spring



FINAL EVALUATION



FINAL **REVIEW OF IDP GOALS**

Document progress of IDP goals throughout the year.

AUGUST • SEPTEMBER • OCTOBER • NOVEMBER • DECEMBER • JANUARY • FEBRUARY • MARCH • APRIL • MAY • JUNE

ADMIN

SELF-ASSESS

ADMIN EVALUATION

DETERMINE A FOCUS

3)

CREATE SCHOOL LEADER INDIVIDUAL DEVELOPMENT

IMPLEMENT & SUPPORT FROM SUPERINTENDENT

Document progress of IDP goals throughout the year.

5

ANALYZE IMPACT:

• Fall-Winter data

RE-DETERMINE A FOCUS:

5

ANALYZE IMPACT:

Data



EVALUATION

3 FINAL

REVIEW OF IDP GOALS