

**CENTRAL MONTCALM
PUBLIC SCHOOL
EDUCATOR EVALUATION**

Process and Guidelines

2016 - 2017



Central Montcalm Public Schools

Educator Evaluation Process

This document has been created to guide administrators (A) and teachers (T) including social workers, counselors, and interventionists through the Teacher Observation and Evaluation Process. It outlines each step of the collaborative process and the tool(s) necessary to complete the portion of the process. The letter in () after the tool indicates who completes the tool.



Click on this icon to complete a form in MyLearningPlan (T or A)



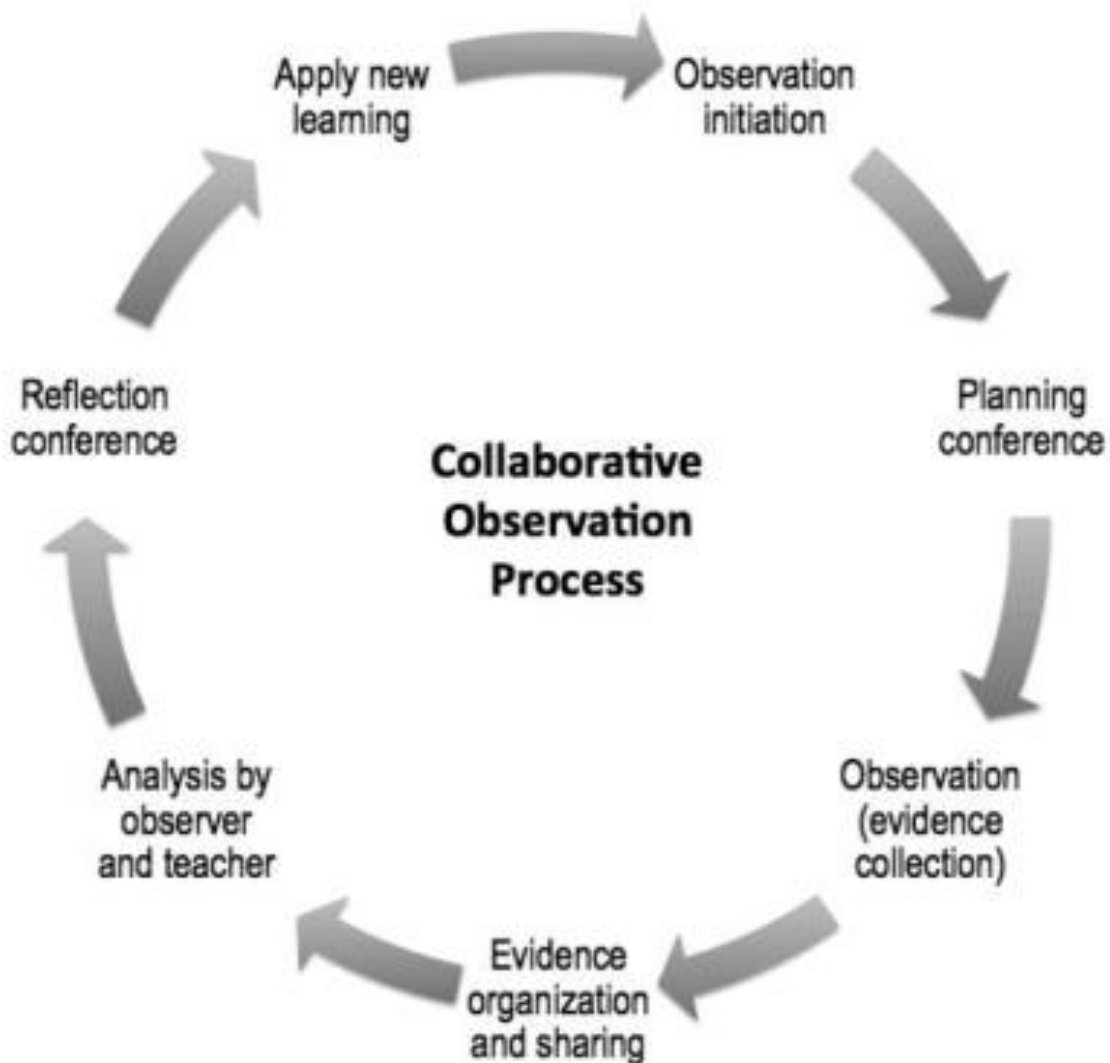
Click on this icon to script evidence (A only)

For specific information regarding teacher tenure and evaluation legislation, go to www.legislature.mi.gov >>> P.A. 4 of 1937 (Tenure) and P.A. 451 of 173 of 2015 (Evaluation)

Charlotte Danielson’s FRAMEWORK FOR TEACHING

Table with 4 columns: DOMAIN 1: Planning and Preparation, DOMAIN 2: The Classroom Environment, DOMAIN 3: Instruction, and DOMAIN 4: Professional Responsibilities. Each column lists specific teaching standards and their components.

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“An evaluation process is determined by local guidelines and decisions. The Danielson Group trains observers to collect non-biased, quality evidence that is aligned to FfT components. Observers, working jointly with teachers, examine the evidence against critical attributes that distinguish levels of performance. This collaborative process supports the determination of a rating based on the preponderance of evidence. The Danielson Group promotes the use of evidence in collective pre- and post- observation conferences focused on growth.”

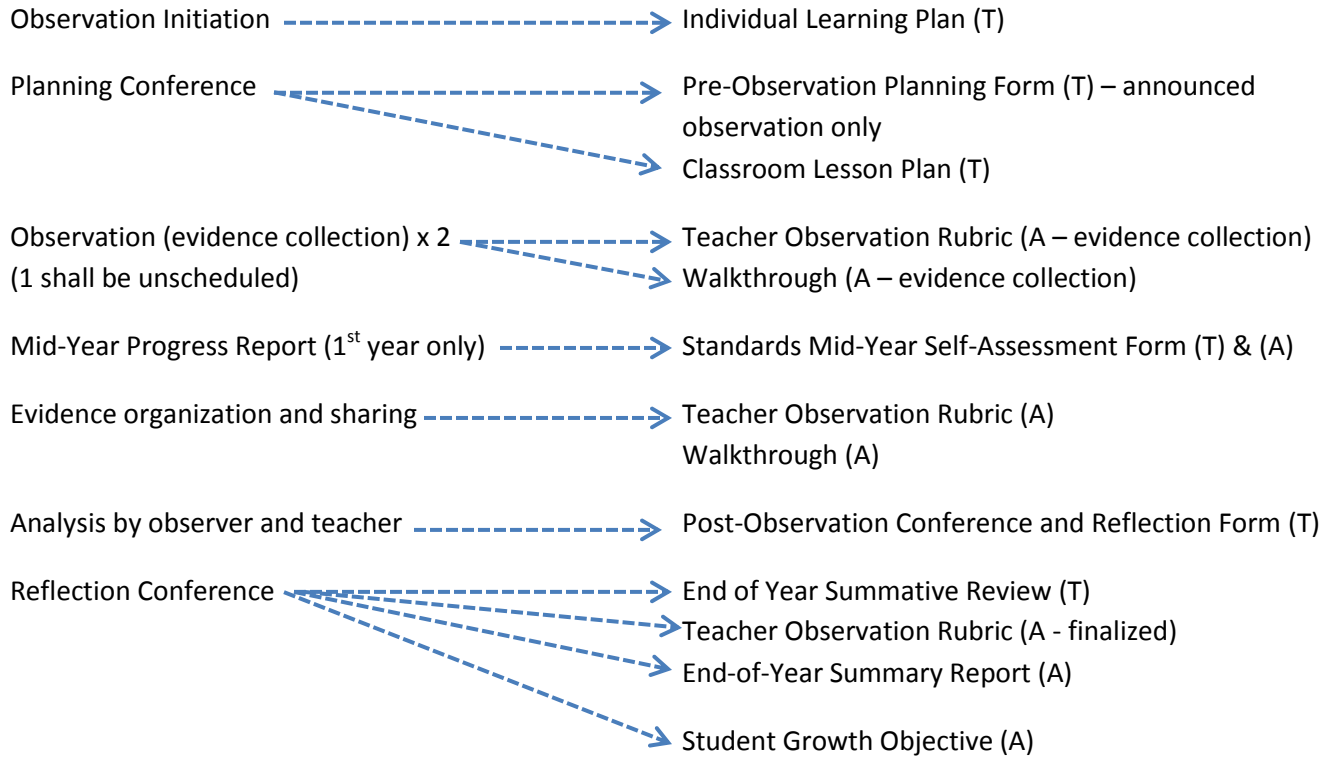
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NEW TEACHER
General and Special Ed.

(<5 years in the profession or tenured teachers new to the district during the first 2 years of employment, or tenured teachers receiving a rating of ineffective or minimally effective)

Step in the Process

My Learning Plan Tool www.mylearningplan.com

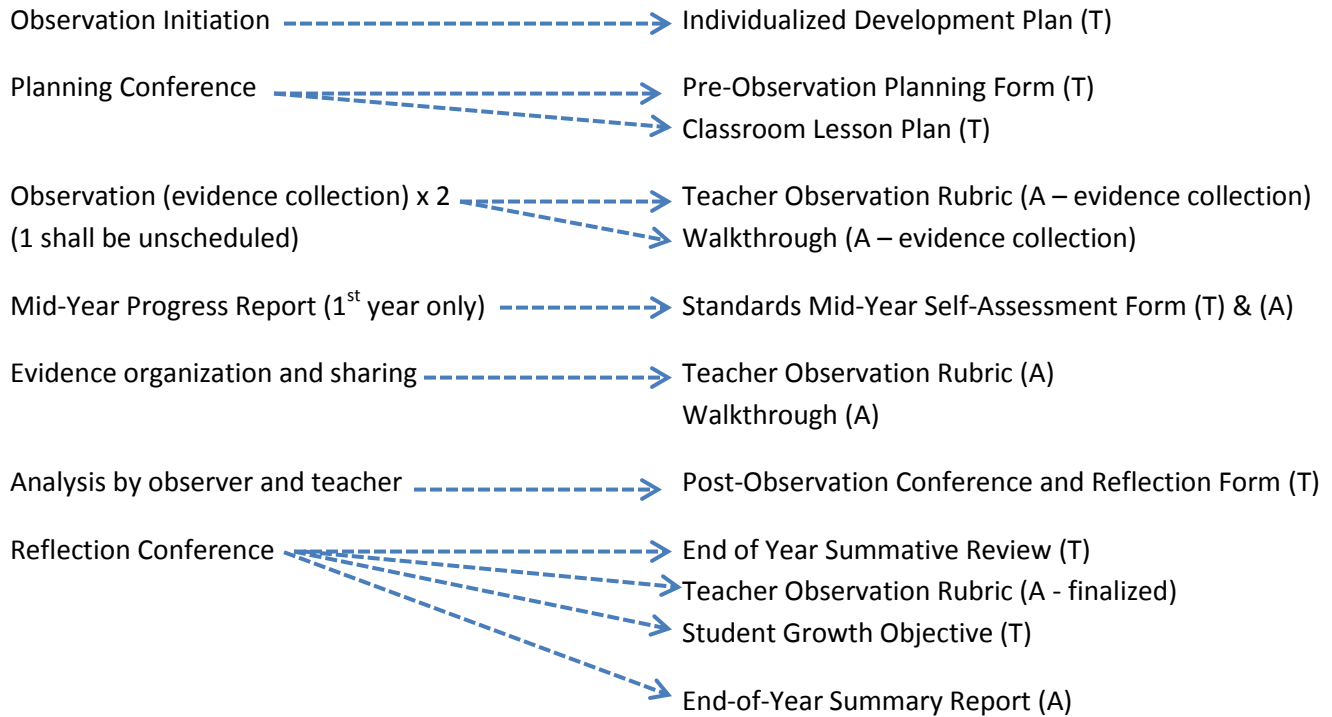


NEW TEACHER

(<2 years in the district but > 5 years in the profession)

Step in the Process

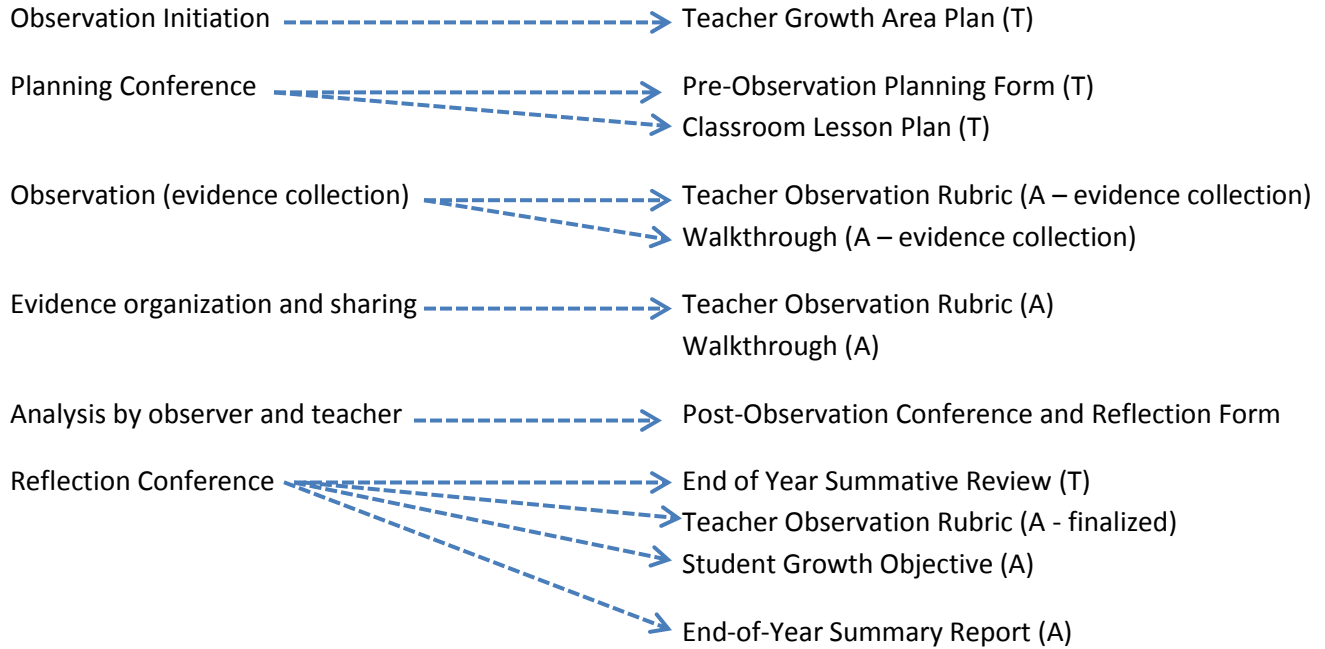
My Learning Plan Tool www.mylearningplan.com



TENURED TEACHER

Step in the Process

My Learning Plan Tool www.mylearningplan.com



TENURED TEACHER
(rated 3 consecutive years Highly Effective)

Step in the Process

My Learning Plan Tool www.mylearningplan.com

