

# EDUCATOR PERFORMANCE EVALUATION SYSTEMS

## Bloomfield Hills Schools Performance Evaluation Systems for Teachers and Administrators

In compliance with the reporting requirements of Michigan Compiled Laws 380.1249, Bloomfield Hills Schools is posting information about the evaluation systems for teachers and administrators. The following evaluation tools have been approved by the school district:

**Teachers:** Charlotte Danielson's Framework for Teaching

**Administrators:** Michigan Association of School Administrators (MASA) School ADvance Administrator Evaluation Instrument.

**Superintendent:** Michigan Association of School Boards (MASB) Superintendent Evaluation Instrument.

### TEACHERS

**Refer to the Charlotte Danielson Framework for Teaching document** for Charlotte Danielson Framework for Teaching Evaluation Model's research base; identity and qualifications of the authors; evidence of reliability, validity, and efficacy; evaluation framework and rubric; and a description of the plan for providing training.

**See BHS Teacher Evaluation Overview 2016/17** for a description of the processes for conducting classroom observations, collecting evidence, conducting evaluation conferences, developing performance ratings, and developing performance improvement plans, and training.

**See BHS Teacher Evaluation Summative 2016/17** for a copy of the Bloomfield Hills Schools teacher evaluation tool and **BHS Teacher Evaluation Rubric** for the rubrics.

## **ADMINISTRATORS**

Go to <http://www.goschooladvance.org/node/259> for the “School ADvance Administrator Evaluation System Assurances Document for Michigan Users, School ADvance™ All Rights Reserved”. This document provides assurances that the evaluation system meets the requirements of Michigan law.

**See the Adminstrators’ Section** for the rubrics for the School ADvance administrator evaluation system

## **Superintendent**

Go to <http://www.masb.org/superintendents.aspx> and click “Posting Requirements” for information about the MASB Superintendent Evaluation Instrument’s research base and qualifications of the authors; evidence of reliability, validity and efficacy; evaluation rubric and process; and a description of the plan for providing training.

## **TRAINING for Evaluators and Observers**

**See Educator Evaluation Training Service Plan – Oakland ISD** for the Oakland Schools “Educator Evaluation Training Service Plan for the 2015/16 School Year”

**Charlotte Danielson’s Model:** Training was provided for Bloomfield Hills Schools’ administrators on the Charlotte Danielson Framework for Teacher Effectiveness on August 18-19, with a train-the trainer session on August 20, 2016. Administrators who did not have the opportunity to attend the August 18-19 session, attended training on August 25, 2016.

Teachers were provided training on the Charlotte Danielson Framework for Teacher Effectiveness in August 2015 and August 2016.

**School ADvance Model:** Training on the School Advance System is scheduled for October 26-27, 2016.

**MASB Superintendent Evaluation Instrument:** Training of the Board of Education and Superintendent on the MASB Superintendent Evaluation Instrument will occur in the fall of 2016.