

**Marzano's Art and Science of Teaching
Teacher Evaluation: Postings and Assurances
Non-State Approved Evaluation Tool; District-Approved Evaluation Tool**

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.

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 Marzano's Art and Science of Teaching Framework.

Timothy Throne

Printed Name of Superintendent

09/01/16

Date of Approval

Research Base for the Evaluation Framework, Instrument, and Process [Section 1249(3)(a)]

- See Attached

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

- See Attached

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

- See Attached

Evaluation Framework and Rubric [Section 1249(3)(d)]

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

ANNUAL TIMELINE	TASK	ADMIN COMPLETE	TEACHER COMPLETE
September	Self-Assessment and Professional Growth Plan completed within iObservation for all teachers. Collaboration and approval by principal (one goal required).		
	SLO - Identify targeted student populations, standard to which SLO is aligned, and evidence source(s). Review student-level data to identify area(s) of need for SLO.		
	SLO - Engage in Planning Session with evaluator to review SLO and revise as needed. Begin to implement SLO.		
September- October	SLO - Administer appropriate baseline measure of student knowledge (e.g., pre-test measure or other) and set individual growth targets for SLO. Create SMART goal and submit SLO information to evaluator in iObservation.		
	SLO - Complete SLO planning process and submit SLO information to evaluator through appropriate documentation.		
	SLO - Determine SLO targets in cooperation between educator and evaluator.		
September - May	Informal and Formal Observations conducted by Administrator (multiple evals required). TENURED TEACHERS: 2 INFORMAL/ WALKTHROUGHS, 1 FORMAL NON-TENURED TEACHERS: 4 INFORMALS/WALKTHROUGHS, 2 FORMALS (1 of the formals must be after January)		
November - April	SLO - Monitor student progress.		
January	Mid-Year Progress Report required for 1st year probationary teachers and those who had a rating of minimally effective or ineffective (based on student achievement, aligned with IDP, includes performance goals and recommended training). Shall not take place of annual year-end evaluation.		
April-May	SLO - Administer appropriate end -of-interval measure of student knowledge (e.g., post-test)		
	SLO - Self score SLO, complete End-Of-Year Reflection Log and submit evidence through iObservation.		
May-June	Annual Year-End Evaluation completed for all teachers. Must include specific performance goals developed by administrator in consultation with teacher, which will assist in improving effectiveness for the next school year, along with any recommended training identified.		
May-June	SLO - Engage in End of Year/Cycle Summary Conference with evaluator to discuss SLO growth and overall SLO score with Supervisor. Evaluator scores Student Learning Objectives and determines holistic summary score. Evaluator determines score of Reflection Log. The evaluator enters all scores into iObservation.		
	SLO - Deadline for entering summary scores into appropriate online platform.		
End of School Year	All appraisals completed , signed by teacher and administrator and released electronically.		

Description of Plan for Providing Evaluators and Observers with Training [Section 1249(3)(f)]

- Training for Evaluators and Observers was conducted by a trainer from Learning Sciences (Marzano – iObservation vendor) on the following dates for all evaluators:
 - 08-12-16
 - 08-13-16
 - 09-13-16
 - 09-14-16
 - 11-07-16
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