

The Educator Evaluation Initiative

The Education Alliance of Michigan

Presented by

Michael Polzin & Donna Winthrop

*School of Human Resources & Labor
Relations*

Michigan State University

Background

The Education Alliance of Michigan, comprised of associations representing the key stakeholders in the K – 12 public education system, received a grant from the Federal Mediation and Conciliation Service (FMCS) to engage in a collaborative union-management process to develop recommendations and guidelines to assist public school districts and the unions representing educators to develop effective educator performance evaluation systems.

Framework for Michigan Educator Evaluation

The recommendations and guidelines follow the values and principles outlined in

The Framework for Michigan Educator Evaluation

- The Framework is built on the premise that student performance improves when all the educators work diligently towards that common purpose. Individual educators improve individual student achievement when they work in collaborative environments while being accountable for the students.
- The Framework recommends that districts must establish common
 - Principles
 - goals,
 - understandings
 - language, and
 - professional training/learning.

Process to Develop Recommendations & Guidelines

- Education Alliance created a *core working group* to guide and oversee the process
- Input obtained from:
 - Stakeholder focus groups
 - Task groups that were assembled to consider in detail:
 - Educator evaluation models and issues
 - Student growth measures and issues
 - Collective bargaining process and issues
- Interviews with subject matter experts
- Extensive literature review

The Plan for the Education Alliance recommendations and guidelines

- Prepare a draft document for review
- Obtain feedback from stakeholders
- Obtain additional feedback April 15 Conference
- Finalize recommendations and distribute
- Provide information sessions around the state for districts and local unions

Educator Evaluation Process

Develop
district &
school
goals



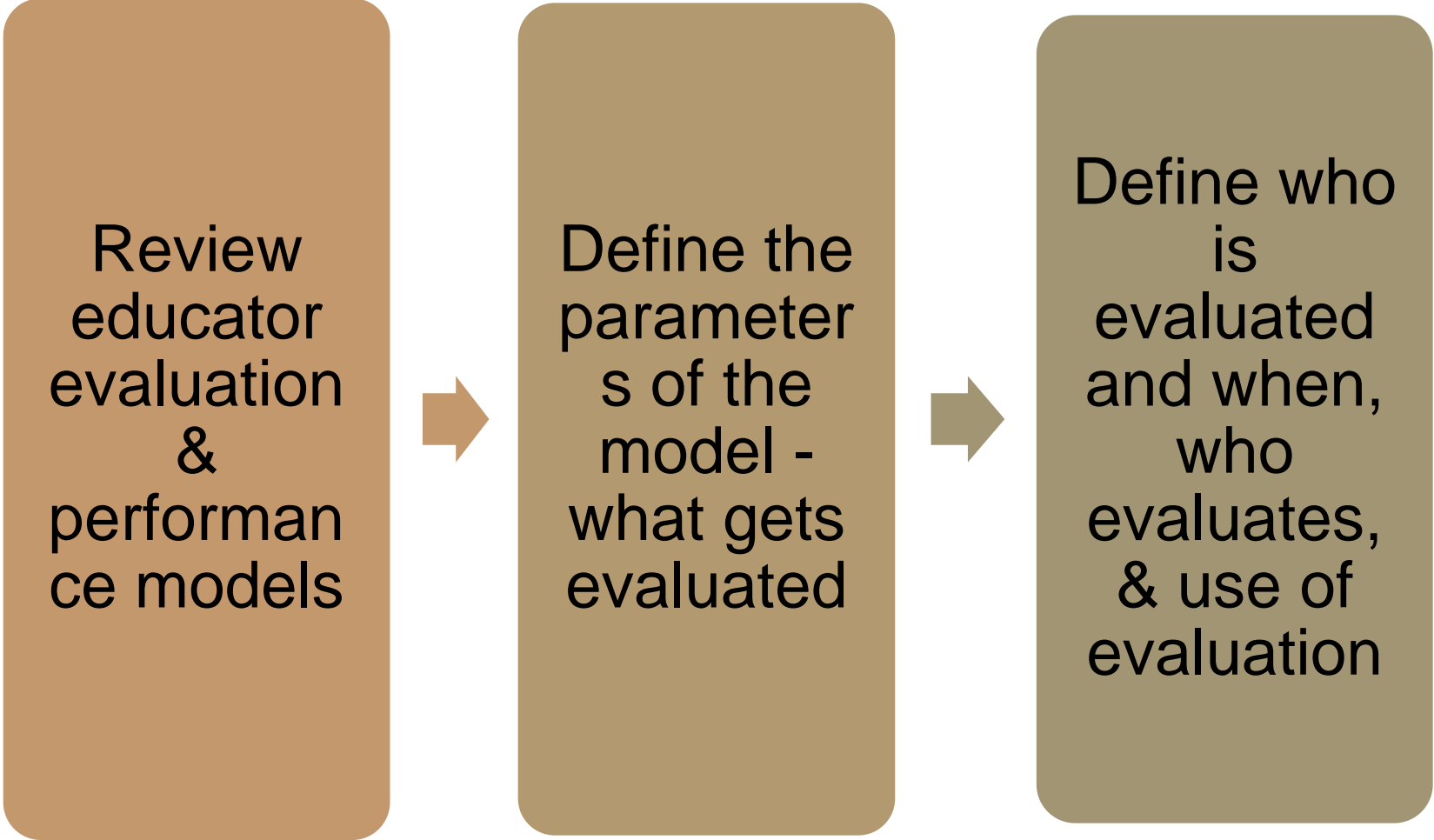
Create standing
union –
management
committee



Clarify
educator
evaluat
ion
purpose,
goals,
values &
principle
s

Educator Evaluation Process

Review
educator
evaluation
&
performan
ce models



```
graph LR; A[Review educator evaluation & performance models] --> B[Define the parameters of the model - what gets evaluated]; B --> C[Define who is evaluated and when, who evaluates, & use of evaluation];
```

The diagram illustrates a three-step process for educator evaluation. It begins with a box on the left containing the text 'Review educator evaluation & performance models'. An arrow points from this box to a middle box containing 'Define the parameters of the model - what gets evaluated'. A second arrow points from the middle box to a final box on the right containing 'Define who is evaluated and when, who evaluates, & use of evaluation'. The boxes are colored in shades of brown and tan, and the arrows are also brown.

Define the
parameter
s of the
model -
what gets
evaluated

Define who
is
evaluated
and when,
who
evaluates,
& use of
evaluation

Educator Evaluation Process

Negotiate the educator evaluation system



Communicate all elements of the educator evaluation system



Develop procedures & materials

Educator Evaluation Process

Provide appropriate training to all educators in the district



Pilot the system



Identify and address issues as they arise during the pilot

Educator Evaluation Process

Begin district
wide
implementati
on



Educators
begin
process of
documenti
ng
practice &
student
growth



Educato
rs reflect
on their
practice
and their
role in
student
growth

Educator Evaluation Process

Educators
,
supervisor
s review
the
evidence



Educators
and
supervisors
confer and
make
judgment on
educators'
performance



Evidence
and
outcome
are kept
for future
performan
ce
discussion
s

Educator Evaluation Process

Standing union –
management
committee
monitors to
assure
compliance,
quality, and
accuracy



Standing union –
management
committee uses
monitoring and other
feedback
information to seek
and achieve
continuous
improvement in the
educator evaluation
process