

**SUBSTITUTE FOR
SENATE BILL NO. 202**

A bill to amend 1976 PA 451, entitled
"The revised school code,"
by amending section 1249b (MCL 380.1249b), as added by 2015 PA 173.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1249b. (1) The board of a school district or intermediate
2 school district or board of directors of a public school academy
3 shall ensure that the performance evaluation system for building-
4 level school administrators and for central-office-level school
5 administrators who are regularly involved in instructional matters
6 meets all of the following:

7 (a) The performance evaluation system ~~shall~~**must** include at
8 least an annual evaluation for all school administrators described
9 in this subsection by the school district superintendent or his or



her designee, intermediate superintendent or his or her designee, or chief administrator of the public school academy, as applicable. However, a superintendent or chief administrator shall be evaluated by the board or board of directors or, if the superintendent or chief administrator is not employed directly by the board or board of directors, by the designee of the board or board of directors.

(b) For the ~~2015-2016, 2016-2017, and 2017-2018 school years,~~ **2018-2019 school year**, 25% of the annual evaluation ~~shall~~**must** be based on student growth and assessment data. Beginning with the ~~2018-2019-2019-2020~~ school year, 40% of the annual evaluation ~~shall~~**must** be based on student growth and assessment data. The student growth and assessment data to be used for the school administrator annual evaluation are the aggregate student growth and assessment data that are used in teacher annual year-end evaluations in each school in which the school administrator works as an administrator or, for a central-office-level school administrator, for the entire school district or intermediate school district.

(c) For the purposes of conducting annual evaluations under the performance evaluation system, the school district, intermediate school district, or public school academy shall develop or adopt and implement an evaluation tool for school administrators. The portion of a school administrator's annual evaluation that is not based on student growth ~~shall~~**must** be based primarily on the school administrator's performance as measured by this evaluation tool.

(d) The portion of the annual evaluation that is not based on student growth and assessment data as provided under subdivision (b) or on an evaluation tool as provided under subdivision (c) ~~shall~~**must** be based on at least the following for each school in



1 which the school administrator works as an administrator or, for a
2 central-office-level school administrator, for the entire school
3 district or intermediate school district:

4 (i) If the school administrator conducts teacher performance
5 evaluations, the school administrator's proficiency in using the
6 evaluation tool for teachers used by the school district,
7 intermediate school district, or public school academy under
8 section 1249. If the school administrator designates another person
9 to conduct teacher performance evaluations, the evaluation of the
10 school administrator on this factor ~~shall~~**must** be based on the
11 designee's proficiency in using the evaluation tool for teachers
12 used by the school district, intermediate school district, or
13 public school academy under section 1249, with the designee's
14 performance to be counted as if it were the school administrator
15 personally conducting the teacher performance evaluations.

16 (ii) The progress made by the school or school district in
17 meeting the goals set forth in the school's school improvement plan
18 or the school district's school improvement plans.

19 (iii) Pupil attendance in the school or school district.

20 (iv) Student, parent, and teacher feedback, as available, and
21 other information considered pertinent by the superintendent or
22 other school administrator conducting the performance evaluation or
23 the board or board of directors.

24 (e) For the purposes of conducting annual evaluations under
25 the performance evaluation system, by the beginning of the 2016-
26 2017 school year, the school district, intermediate school
27 district, or public school academy shall adopt and implement 1 or
28 more of the evaluation tools for school administrators that are
29 included on the list under subsection (3). However, if a school



1 district, intermediate school district, or public school academy
2 has 1 or more local evaluation tools for school administrators or
3 modifications of an evaluation tool on the list under subsection
4 (3), and the school district, intermediate school district, or
5 public school academy complies with subsection (2), the school
6 district, intermediate school district, or public school academy
7 may conduct annual year-end evaluations for school administrators
8 using 1 or more local evaluation tools or modifications.

9 (f) The evaluation tool and other measures used by the school
10 district, intermediate school district, or public school academy in
11 its performance evaluation system for school administrators ~~shall~~
12 **must** be used consistently across the schools operated by a school
13 district, intermediate school district, or public school academy so
14 that all similarly situated school administrators are evaluated
15 using the same measures.

16 (g) The performance evaluation system ~~shall~~**must** assign an
17 effectiveness rating to each school administrator described in this
18 subsection of highly effective, effective, minimally effective, or
19 ineffective.

20 (h) The performance evaluation system ~~shall~~**must** ensure that
21 if a school administrator described in this subsection is rated as
22 minimally effective or ineffective, the person or persons
23 conducting the evaluation shall develop and require the school
24 administrator to implement an improvement plan to correct the
25 deficiencies. The improvement plan ~~shall~~**must** recommend
26 professional development opportunities and other actions designed
27 to improve the rating of the school administrator on his or her
28 next annual evaluation.

29 (i) The performance evaluation system ~~shall~~**must** provide that,



1 if a school administrator described in this subsection is rated as
 2 ineffective on 3 consecutive annual evaluations, the school
 3 district, ~~public school academy, or intermediate school district,~~
 4 **or public school academy** shall dismiss the school administrator
 5 from his or her employment. This subdivision does not affect the
 6 ability of a school district, intermediate school district, or
 7 public school academy to dismiss a school administrator from his or
 8 her employment regardless of whether the school administrator is
 9 rated as ineffective on 3 consecutive annual evaluations.

10 (j) The performance evaluation system ~~shall~~**must** provide that,
 11 if a school administrator is rated as highly effective on 3
 12 consecutive annual evaluations, the school district, intermediate
 13 school district, or public school academy may choose to conduct an
 14 evaluation biennially instead of annually. However, if a school
 15 administrator is not rated as highly effective on 1 of these
 16 biennial evaluations, the school administrator shall again be
 17 provided with annual evaluations.

18 (k) The school district, intermediate school district, or
 19 public school academy shall provide training to school
 20 administrators on the measures used by the school district,
 21 intermediate school district, or public school academy in its
 22 performance evaluation system for school administrators and on how
 23 each of the measures is used. This training may be provided by a
 24 school district, intermediate school district, or public school
 25 academy, or by a consortium consisting of 2 or more of these.

26 (l) ~~Beginning with the 2016-2017 school year, a~~**A** school
 27 district, intermediate school district, or public school academy
 28 shall ensure that training is provided to all evaluators and
 29 observers. The training ~~shall~~**must** be provided by an individual who



1 has expertise in the evaluation tool or tools used by the school
2 district, intermediate school district, or public school academy,
3 which may include either a consultant on that evaluation tool or
4 framework or an individual who has been trained to train others in
5 the use of the evaluation tool or tools. This subdivision does not
6 prohibit a school district, intermediate school district, public
7 school academy, or consortium consisting of 2 or more of these,
8 from providing the training in the use of the evaluation tool or
9 tools if the trainer has expertise in the evaluation tool or tools.

10 (2) ~~Beginning with the 2016-2017 school year, a~~ A school
11 district, intermediate school district, or public school academy
12 shall post on its public website all of the following information
13 about the measures it uses for its performance evaluation system
14 for school administrators:

15 (a) The research base for the evaluation framework,
16 instrument, and process or, if the school district, intermediate
17 school district, or public school academy adapts or modifies an
18 evaluation tool from the list under subsection (3), the research
19 base for the listed evaluation tool and an assurance that the
20 adaptations or modifications do not compromise the validity of that
21 research base.

22 (b) The identity and qualifications of the author or authors
23 or, if the school district, intermediate school district, or public
24 school academy adapts or modifies an evaluation tool from the list
25 under subsection (3), the identity and qualifications of a person
26 with expertise in teacher evaluations who has reviewed the adapted
27 or modified evaluation tool.

28 (c) Either evidence of reliability, validity, and efficacy or
29 a plan for developing that evidence or, if the school district,



1 intermediate school district, or public school academy adapts or
2 modifies an evaluation tool from the list under subsection (3), an
3 assurance that the adaptations or modifications do not compromise
4 the reliability, validity, or efficacy of the evaluation tool or
5 the evaluation process.

6 (d) The evaluation frameworks and rubrics, with detailed
7 descriptors for each performance level on key summative indicators.

8 (e) A description of the processes for collecting evidence,
9 conducting evaluation conferences, developing performance ratings,
10 and developing performance improvement plans.

11 (f) A description of the plan for providing evaluators and
12 observers with training.

13 (3) The department shall establish and maintain a list of
14 school administrator evaluation tools that have demonstrated
15 evidence of efficacy and that may be used for the purposes of this
16 section. That list initially ~~shall~~**must** include at least the 2
17 evaluation models recommended in the final recommendations released
18 by the Michigan council on educator effectiveness in July 2013. The
19 list ~~shall~~**must** include a statement indicating that school
20 districts, intermediate school districts, and public school
21 academies are not limited to only using the evaluation tools that
22 are included on the list. A school district, intermediate school
23 district, or public school academy is not required to use an
24 evaluation tool for school administrator evaluations that is the
25 same as it uses for teacher evaluations or that has the same author
26 or authors as the evaluation tool it uses for teacher evaluations.
27 The department shall promulgate rules establishing standards and
28 procedures for adding an evaluation tool to or removing an
29 evaluation tool from the list. These rules ~~shall~~**must** include a



1 process for a school district, intermediate school district, or
2 public school academy to submit its own evaluation tool for review
3 for placement on the list.

4 (4) The training required under subsection (1) ~~shall~~**must** be
5 paid for from the funds available in the educator evaluation
6 reserve fund created under section 95a of the state school aid act
7 **of 1979**, MCL 388.1695a.