

All employees shall be evaluated annually, unless otherwise provided in the collective bargaining agreement or by law, using a rigorous, transparent and fair performance evaluation system.

Teachers and School Administrators

A performance evaluation system shall be developed and implemented for teachers as defined in Section 1 of Article 1 of the Michigan Teachers Tenure Act, and school administrators which does the following:

- ◆ Supports the GRPS Academic Plan, which is on the District’s web site (www.grps.org).
- ◆ Strives for high degrees of validity and reliability and is designed on best practice and research by an objective third party.
- ◆ Provides a process that aligns student growth targets, academic strategies, professional development/research, goal setting, and observations to continually learn how to increase instructional effectiveness.
- ◆ Complies with legislative requirements.

The evaluation system shall evaluate teacher or school administrator job performance using multiple rating categories that take into account data on student growth as a significant factor. The student growth factor shall not exceed 25% unless dictated by law. Teachers shall be rated as highly effective, effective, minimally effective, or ineffective. The evaluation shall be used, at a minimum, to inform decisions regarding all of the following:

- a. The effectiveness of teachers and school administrators, ensuring that they are given ample opportunities for improvement.
- b. The promotion, retention, and development of teachers and school administrators, including providing relevant coaching, instruction support, or professional development.
- c. Whether to grant tenure or full certification, or both, to teachers and school administrators using rigorous standards and streamlined, transparent, and fair procedures.

Section 5000 – Personnel

5520 Performance Evaluation Systems

5520-2

- d. Removing ineffective tenured teachers, untenured teachers, and school administrators after they have had ample opportunities to improve, and ensuring that these decisions are made using rigorous standards and streamlined, transparent, and fair procedures.

The Superintendent may also move to dismiss any tenured teacher who receives a performance rating of minimally effective for three years in a row. However, nothing herein prevents the Superintendent from moving to dismiss a teacher or school administrator for any reason that is not arbitrary or capricious and in accordance with procedures set forth in state law.

The Board of Education delegates to the Superintendent or designee the responsibility for taking appropriate action, including developing administrative guidelines as needed, to adopt and implement a rigorous, transparent, and fair performance evaluation system in compliance with the law.

Licensed and Non-Certified Staff

Evaluation shall be based on the achievement of results specified in the employee's position description and on specific goals and objectives. Any evaluation procedures found in the collective bargaining agreements shall be followed in the development, implementation, or change of the District's evaluation policy, rules, regulations, or procedures. Dismissal procedures shall be in accordance with collective bargaining agreements and state law.

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LEGAL REF: MCL 380.1248, MCL 380.1249, MCL 38.83a; as amended by Public Acts 100, 101, and 102, effective July 19, 2011, MCL 380.1143(d). Michigan Council on Educator Effectiveness