

Toward an Improvement-Focused System of Educator Evaluation



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Committee on Education, House of
Representatives

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Michigan Council for **Educator Effectiveness**

Background on MCEE

- Established in June 2011 as part of Michigan's teacher tenure reform efforts (PA 102 of 2011).
- Council members were appointed in September 2011.
- Legislature appropriated funding in mid-December 2011.
- The MCEE is a temporary commission with a life of no more than two years.



Membership of MCEE

- **Deborah Loewenberg Ball** (chair)
Dean, University of Michigan School of Education
- **Jennifer Hammond**
Principal, Grand Blanc High School
- **Joseph Martineau** (non-voting member)
Executive director, Bureau of Assessment and Accountability,
Michigan Department of Education
- **Mark Reckase**
Professor, Michigan State University
- **Nicholas Sheltroun**
Director of measurement, research, and accountability, National
Heritage Academies
- **David Vensel**
Principal, Jefferson High School (Monroe, MI)



MCEE Charge

The MCEE will submit to the State Board of Education, the Governor, and the state legislature a report that identifies and recommends all of the following:

1. A **student growth** and assessment tool.
2. A state evaluation tool for **teachers**.
3. A state evaluation tool for school **administrators**.
4. Changes to the requirements for a **professional teaching certificate**.
5. A process for **evaluating and approving local evaluation tools** for teachers and administrators that are consistent with the state evaluation tool for teachers and administrators and the act.



MCEE Vision

The Michigan Council for Educator Effectiveness will develop a **fair, transparent, and feasible** evaluation system for teachers and school administrators. The system will be based on **rigorous standards** of professional practice and of measurement. The goal of this system is to contribute to **enhanced instruction**, improve **student achievement**, and support ongoing **professional learning**.



Why evaluation matters...

- The evidence that skillful teaching has significant impact on students' learning
- The need for a more systematic way to support improvement of teaching and learning
- Widespread public interest in and concern about K-12 education



The opportunity and the imperative

- The Common Core State Standards
- Broad interest across states in developing systems for educator evaluation
- Educational improvement largely non-partisan issue
- Consult experts (K-12 practitioners, scholars, policy analysts)
- Help to educate others about practice: its requirements and its improvement, and what is involved in evaluating it appropriately



The challenges

1. Choosing tools that are valid, fair, and feasible
 - Measure the things we actually care about
 - Measure things that are appropriate to try to account for
 - Measure these things validly and reliably
 - Affordable and doable
2. Building a system that focuses on improving practice
 - Provides useful feedback
 - Is linked to effective learning opportunities



Pilot districts and teacher observation tools

5 Dimensions of Teaching and Learning

Clare Public Schools

Leslie Public Schools

Marshall Public Schools

Mt. Morris Consolidated Schools

Charlotte Danielson's Framework for Teaching

Garden City Public Schools

Montrose Community Schools

Port Huron Area School District

Marzano Teacher Evaluation Model

Big Rapids Public Schools

Farmington Public Schools

North Branch Area Schools

The Thoughtful Classroom

Cassopolis Public Schools

Gibraltar School District

Harper Creek Community Schools



The final recommendations

- Maintaining our commitments to the core elements of our vision (see slide #5)
- Seeking to recommend an educator evaluation system that has the greatest probability of improving teaching and learning
- Balancing local capacity building with clear, high-quality, and common standards
- Maximizing on the cost-benefit ratio and using resources for improvement more than regulation



Implementation recommendations

- June 2013: MCEE submits final recommendations
- Early fall 2013: Legislature acts on recommendations
- 2013-14 school year: State and school districts focus on developing the necessary training as well as the required systems, processes, and vendor contracts
- 2014-15 school year: New educator evaluation system launches across the state

This staging is crucial in order to fulfill our charge to build an ethical, transparent, and fair system of evaluating educators, dedicated to educational improvement in the state.



Thank you!

Questions?

Our website: www.mcede.org

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