



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

RICK SNYDER
GOVERNOR

BRIAN J. WHISTON
STATE SUPERINTENDENT

MEMORANDUM

DATE: September 1, 2016

TO: Local and Intermediate School District Superintendents, and
Public School Academy Directors

FROM: Venessa A. Keesler, Ph.D. *V. Keesler*
Deputy Superintendent, Division of Educator, Student, and School
Supports

SUBJECT: Michigan Educator Evaluation Postings and Assurances: Documents for
District Use for State-Approved and District-Approved Evaluation Tools

**Public Act 173 tasks the Michigan Department of Education with
maintaining a list of state-approved observation/evaluation tools.**

For teachers, these evaluation tools are:

- Charlotte Danielson's Framework for Teaching
- The Marzano Teacher Evaluation Model
- The Thoughtful Classroom
- The 5 Dimensions of Teaching and Learning

For administrators, these evaluation tools are:

- MASA's School Advance Administrator Evaluation Instrument
- Reeves Leadership Performance Rubric

**Beginning with the 2016-2017 school year, a school district, intermediate
school district, or public school academy must post on its public website
the following information about the evaluation tool(s) in use for evaluation
of teachers and administrators:**

- Research base for the evaluation framework, instrument, and process
- Identity and qualifications of the author
- Evidence of reliability, validity, and efficacy
- Evaluation framework and rubric
- Description of processes for conducting observations, collecting evidence
conducting evaluation conferences, developing performance ratings, and
developing performance improvement plans

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- Description of the plan for providing evaluators and observers with training

Districts should post their respective posting and assurances documents under their transparency mitten.



State-Approved Tools: Postings and Assurances Documents for District Use

In an effort to provide you with as much support and as many resources as possible, as well as minimize action on the part of districts, the Office of Educator Talent has worked directly with vendors to offer postings and assurances documents for each of our state-approved evaluation tools. Districts can utilize these links to meet website requirements laid out in the aforementioned legislation.

Click [here](#) for these postings and assurances.

District-Approved Tools: Postings and Assurances Documents for District Use

In an effort to provide you with as much support and as many resources as possible, as well as minimize action on the part of districts, the Office of Educator Talent has created postings and assurances document templates for districts utilizing district-approved tools. These templates are not mandatory, yet are a resource that districts can choose to use (or not use). Regardless of the template used, districts must meet website requirements laid out in the aforementioned legislation.

Note: A district-approved tool is any tool not on the state-approved evaluation tool list. This includes modified state-approved tools. If a district is using a modified state-approved tool, the above posting and assurance document for the respective state-approved tool can be posted along with an addendum.

Click [here](#) for respective postings and assurances documents.

If you have any questions regarding these postings and assurances documents, please contact Chanel Hampton at (517) 335-8776 or HamptonC3@michigan.gov.

cc: Michigan Education Alliance