ADMNISTRATIVE STAFF APPRAISAL SYSTEM

The Board of Education is responsible for the employment and supervision of all personnel serving the district.

The district shall appraise all administrators in compliance with Section 1249 of the Revised School Code. Pursuant to Section 1249, as amended on July 19, 2011, the ISD shall:

- Adopt and implement for all administrators a rigorous, transparent, and fair performance evaluation system.
- Evaluate job performance of administrators and provide timely and constructive feedback to administrators regarding their performance.
- Establish clear approaches to measuring student growth which provide instructional administrators with relevant data on student growth.

The Board of Education delegates to the superintendent or designee, the responsibility for taking appropriate action, including developing administrative regulations as needed, to adopt and implement a rigorous, transparent, and fair appraisal system in compliance with Section 1249.

The Board of Education recognizes that the recent amendments to Section 1249 of the Revised School Code provide for additional elements to be included in the appraisal system beginning with the 2013-2014 school year. The superintendent or designee is authorized to incorporate such additional elements, following consultation with administrators, as s/he believes is desirable to enhance teaching and learning within the district and assure the district’s compliance with the additional requirements mandated beginning with the 2013-2014 school year.

The superintendent, or designees, will also examine the recommendation of the Michigan Council on Educator Effectiveness and may revise the administrative regulations accordingly.

LEGAL CITATION:  MCL 380.1248, MCL 380.1249, MCL 38.83a; MCL 38.93, as amended by Public Acts 100, 101 and 102, effective July 19, 2011; MCL 380.1143(d).

POLICY

Adopted:  August 21, 2012
Amended:  January 20, 2015