Policy

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TEACHER APPRAISAL SYSTEM

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

The district shall comply with Section 1249 of the Revised School Code which mandates certain components within the ISD’s appraisal system for teachers. Pursuant to Section 1249, as amended on July 19, 2011, the ISD shall:

- Adopt and implement for all teachers a rigorous, transparent, and fair performance evaluation system.
- Evaluate job performance of teachers and provide timely and constructive feedback to teachers regarding their performance.
- Establish clear approaches to measuring student growth and provide teachers 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 teachers, 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 this policy and/or administrative regulations accordingly.
Decisions regarding the development, content, standards, procedures, adoption, and implementation of appraisal systems, and decisions about the content of appraisal systems, and the impact of such decisions on the individual employee or the applicable bargaining unit, shall not be the subject of any terms and conditions within a collective bargaining agreement between the ISD and a collective bargaining representative of such teachers.

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