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# Teacher Evaluations

By Barbara A. Ruga / Jan 16, 2014

Now that the Polar Vortex has left the state of Michigan, it is time to make sure that teacher and school administrator performance evaluation systems are compliant with section 1249 of the Michigan Revised School Code. This year, the statute imposes several new requirements.

First, a Mid-Year Progress Report (MYPR) must be issued following a conference that is conducted with all first year probationary teachers and all tenured teachers who were rated either Minimally Effective or Ineffective at the end of 2012-2013. The MYPR must include a review of the Individualized Development Plan (IDP) and student growth, and conclude with a plan for the balance of the school year. The purpose of the MYPR is to check in with these groups of teachers in order to enhance their instructional practice and put in place professional development, instructional support or coaching, intended to help the teachers achieve an Effective rating at the end of 2013-2014.

Secondly, all observations conducted as part of the evaluation process must include (1) review of the lesson plan; (2) the state curriculum standard being taught in the lesson; and (3) review of pupil engagement. By now, your performance evaluation system should have incorporated methods to document compliance with these requirements.

Finally, any teacher whose performance requires an IDP at the end of 2013-2014, should have the IDP developed, in consultation with that teacher, at the end of 2013-2014, rather than the fall of 2014.

Remember that timelines for non-renewal of probationary teachers are May 1 for probationary teachers on a two year track, and June 15 for all other probationary teachers. Non-renewal of administrators is still subject to the 90 and 60 day notices required by section 1229 of the MRSC. The filing of tenure charges is not subject to any particular timeline, but generally, charges are filed in June or July of the year in which the final year-end evaluation is issued.

If you have any questions about compliance with section 1249, non-renewal of probationary teachers or administrators, please call any attorney within our Education Practice Group, who will be happy to assist.