ADMINISTRATOR EVALUATION

POSTING AND ASSURANCES

Per MCL 380.1249b: Beginning with the 2016-2017 school year, a school district, intermediate school district, or public school academy shall 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;
- Description of the plan for providing evaluators and observers with training.

This evaluation tool has been approved by the District. The contents of this document are compliant with the law laid forth, specifically pertaining to the Administrator Evaluation.

Mark R. Klump
Printed Name of Superintendent

Mark R. Klump
Signature of Superintendent

September 2017
Date of Adoption in District

RESEARCH BASE FOR THE EVALUATION FRAMEWORK, INSTRUMENT, AND PROCESS

[Section 1249b(2)(a)]

The Administrator Evaluation is derived from the following research bases:

- NAESP/NASSP, Rethinking Principal Evaluation: A New Paradigm Informed by Research and Practice (2012);
- Elliot, S.N., Clifford, M., (2014) Principal Assessment: Leadership Behaviors Known to Influence Schools and the Learning of All Students (Document No. LS-5);
- Ball, Deborah Loewenberg (2013). Final Recommendations. Michigan Counsel for Educator Effectiveness (MCEE);
- Utah Educational Leadership Standards, Utah State Office of Education (August, 2013);
- Wisconsin Framework for Principal Leadership, State of Wisconsin Department of Public Instruction (2012).

IDENTIFICATION AND QUALIFICATIONS OF THE AUTHOR(S) [Section 1249b(2)(b)]

The Administrator Evaluation is the result of Collins & Blaha, P.C.’s range of experience in the field of education law, input from various districts in Michigan and the careful selection of elements from multiple state-approved evaluation tools. Educators and experts in several southeastern Michigan school districts provided input for the tool as well.

Authors

- Gary J. Collins, Esq., Collins & Blaha, P.C. (Primary Author) in collaboration with the attorneys of Collins & Blaha, P.C.

Construct Validity Consultants

- Karl D. Paulson, Superintendent, Lakeview Public Schools; and
- Barbara VanSweden, Superintendent, Fitzgerald Public Schools.

EVIDENCE OF RELIABILITY, VALIDITY, AND EFFICACY [Section 1249b(2)(c)]

Reliability: The Administrator Evaluation has the following plan for developing evidence of reliability, as permitted by MCL 380.1249b(2)(c). The Administrator Evaluation will use test-retest reliability to measure the degree to which the tool produces stable and consistent results. A sample of school districts will administer the evaluation at two different points in time. The ratings given by a Superintendent, or his or her designee, will be compared to evaluate the assessment for reliability.

Validity: A test is valid if it measures what it is supposed to measure. Thus a performance evaluation tool is valid if it is actually measuring performance. Construct validity is a continuous process of evaluation, reevaluation, refinement, and development.

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- Karl D. Paulson, Superintendent, Lakeview Public Schools; and
- Barbara VanSweden, Superintendent, Fitzgerald Public Schools.

Efficacy: The Administrator Evaluation reflects a growth and development model. Administrators are measured, among other improvement activities, on how well they engage in activities to improve professional practice, develop the capacity of individual teachers to engage in continuous improvement processes, develop a culture of collaboration, and engage stakeholders in the promotion of the school’s mission, vision and improvement goals.
• The evaluation process;

• Evidence gathering;

• Review of the six components of the tool;

• Determination of the Administrator's Student Growth and Assessment Rating; and

• Calculation of the Final Score.

The Administrator Evaluation also provides step-by-step instructions for the Superintendent, or his or her designee, using the tool to evaluate its Administrator. The tool instructs the Superintendent, or his or her designee, to reach a consensus with respect to each Component. The Administrator Evaluation tool then provides a process to reach a final evaluation rating.