

# Blissfield Community School District Performance Evaluation System

## Description Summary

Pursuant to Public Act 102 of 2011, this performance evaluation description summary shall serve as fulfillment of MCL 380.1249 whereas the Governor's Council on Educator Effectiveness was notified, that as of July 19, 2011, the Blissfield Community School District had implemented and was using performance evaluation systems, commonly referred to as the Blissfield Schools Annual Teacher Evaluation (for Teachers), and the Blissfield Schools Annual Administrative Evaluation (for Administrators). The annual evaluation systems referred to above include or provide for at least the following:

- Four evaluation rating categories including Ineffective, Minimally Effective, Effective, and Highly Effective. MCL 380.1249(1)(c)
- Bases the most significant portion of teacher and school administrator evaluations on student growth and assessment data. MCL 380.1249(7)(a)(i)
- Annual evaluation rating to be determined in part by using multiple research based measures included in national, state, or local measurement options in the evaluation tool. MCL380.1249(7)(a)(ii)
- Determining professional competence through multiple direct observations of classroom practices and professional practices throughout the school year. MCL 380.1249(7)(a)(iii)
- Teacher effectiveness and ratings, as measured by student achievement and growth data, are factored into teacher retention, promotion, and termination decisions. MCL 380.1249(7)(a)(iv)
- Using the teacher and school administrator performance evaluation results to inform teacher professional development for the succeeding year. MCL 380.1249(7)(a)(v)
- Evaluation of the teachers and administrators will be no less than once annually. MCL 380.1249(7)(a)(vi)
- Includes the assessment of job accomplishments. MCL 380.1250

The Blissfield Community School District is in the process of developing a Board and Personnel Policy in compliance with Section 1248 of the Revised School Code. The Policies recognize teacher and administrator effectiveness and the annual evaluation rating, measured in part by student achievement and growth data, as factors in decisions for teacher and administrator retention, promotion, and termination.

Any questions regarding the Blissfield Community School District Performance Systems can be directed to:

Daniel J. Garno  
Chief Financial Officer and Director of Human Resources  
Phone: (517) 486-2205  
Email: dgarno@blissfieldschools.us