

PERFORMANCE EVALUATION SYSTEMS

Centreville Public Schools is responsible for the employment and supervision of all personnel, including teachers and school administrators.

2012-2013

The District shall comply with Section 1249 of the Revised School Code with respect to the content, standards, procedures, adoption, development and implementation of performance evaluation systems for teachers and for school administrators who are regularly involved in instructional matters.

Pursuant to Section 1249, as amended on July 19, 2011 the District shall:

- Adopt and implement for all teachers and school administrators a rigorous, transparent and fair performance evaluation system.
- Evaluate the job performance of teachers and administrators and provide timely and constructive feedback to teachers and administrators regarding their performance.
- Establish clear approaches to measuring student growth; provide teachers and school administrators with relevant data on student growth; incorporate student growth as a significant factor.

The Superintendent or designee is responsible for taking appropriate action, including developing administrative regulations as needed, to adopt and implement a rigorous, transparent and fair performance evaluation system in compliance with Section 1249, by which teachers and administrators are rated annually by a year-end evaluation, using four rating categories: Highly Effective, Effective, Minimally Effective, or Ineffective.

2013-2014

The Board of Education shall comply with recent amendments to Section 1249 of the Revised School Code beginning with the 2013-2014 school year. The Superintendent or designee, following consultation with teachers and administrators, shall make such changes as he believes are desirable to enhance teaching and learning within the district and assure the District's compliance with the requirements of section 1249 as amended.

The Board and Superintendent, or designees, will also examine the recommendation of the Governor's Council on Educator Effectiveness and may revise this policy accordingly.

Decisions regarding the development, content, standards, procedures, adoption and implementation of performance evaluation systems, and decisions about the content of performance evaluation 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

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conditions within a collective bargaining agreement between the District and a collective bargaining representative of teachers.

References: 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).

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