

# Centreville Public Schools

## Bylaws & Policies

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### **3220 - PERFORMANCE EVALUATION SYSTEMS**

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

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.

The District shall:

- A. adopt and implement for all teachers and school administrators a rigorous, transparent and fair performance evaluation system.
- B. evaluate the job performance of teachers and administrators and provide timely and constructive feedback to teachers and administrators regarding their performance.
- C. 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.

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

MCL 380.1248, 380.1249, 38.83a

MCL 38.93 as amended by Public Acts 100, 101, and 102, effective July 19,  
2011 MCL 380.1143 (d), as amended June 2014