

BULLETIN BOARD

Superintendent Evaluation Update

The 2018-2019 school year brought with it new expectations with regard to performance evaluation—some of which are required by law and some are recommendations from MASB to help school boards fulfill their governance duties. The Revised School Code requires that all individuals working in a school district who are regularly involved in instruction be evaluated annually—this includes the superintendent unless he/she is

not regularly involved in instruction. School board members, board presidents in particular, should familiarize themselves with these expectations and contact MASB for questions or clarifications.

Evaluation System

Boards of education must ensure that a rigorous, transparent and fair performance evaluation system is in place for teachers and administrators that is in compliance with the Revised School Code. MASB recommends boards of education require written assurance of compliance as part of the superintendent's evaluation.

Training

School districts must provide training to everyone who is *conducting* an evaluation and *receiving* an evaluation—this includes school board members and superintendents. This training must be provided by those with expertise in the evaluation system that is being used. This requirement should be addressed early in a new board member or new superintendent's term.

Student Growth

Performance evaluations conducted in the 2018-2019 school year must weigh student growth at 25% of the evaluation. This was reduced from the original weight of 40% in May 2019; evaluations that have been completed should be recalculated with the 25% weight. The student growth and assessment data to be used for superintendent evaluation are the aggregate student growth and assessment data that are used in teacher annual year-end evaluations. Beginning in the 2018-2019 school year, **half** of the 25% must be based on state assessments in core content areas in grades and subjects in which state assessments are administered and the remaining **half** must be measured using multiple growth measures such as student learning objectives or local assessments of the most recent three consecutive school-year periods.

Other Considerations

Michigan law and School Administrator Certification Code requires a superintendent, principal, assistant principal or other individual employed with the responsibility to administer instructional programs to hold a valid Michigan School Administrator Certificate or be placed under an administrator permit. Both certificate renewal and permit renewal require that administrators accumulate education-related professional learning. Administrator certificates are renewed every five years and require a total of 150 hours of education-related professional learning for renewal. Permits must be renewed annually until an Administrator Certificate is obtained and require that the individual be enrolled in a program that leads to a certificate, receive effective evaluation ratings and make progress relative to certificate completion within three years. School districts that employ



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noncertificated and/or nonpermitted administrators are subject to **significant** fines. For these reasons, MASB recommends boards of education include in their superintendent evaluation process:

- Regular status updates on the superintendent’s permit/certification status and education-related professional learning
- Assurance that the district is in compliance with permit, certification and education-related professional learning for all affected school district employees

Performance evaluation of the superintendent can be a daunting responsibility for boards of education. MASB stands ready to assist! Feel free to contact us for questions, to utilize MASB’s free superintendent evaluation instrument or to schedule one of our skilled facilitators to support your board throughout the process.

Who to Contact

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