

Northville Public Schools
Michigan Revised School Code Sec 1248 Factors for Educator Evaluation

Significant Relevant Contributions

(Addressed and assessed within Professional Collaboration & Communication Dimensions of 5D+)

Relevant Special Training

The overall effectiveness rating may be increased (+0.25 – +0.5) where it is determined by the evaluator that the teacher has successfully completed training not required by the State or District, and consistently implemented in a manner that enhances instruction and learning for students.

Discretionary Examples:

National Board Certification

Michigan Advanced Professional Teacher Certificate

Discipline

Less Than Effective	Effective or higher
The teacher has received more than one written disciplinary memo or a higher level of discipline in that school year.	The teacher has no discipline or not more than one written warning in the school year.
Minus 0.5 – 1.5	No reduction in Effectiveness rating

Attendance

Less Than Effective	Effective or higher
The teacher has a higher frequency pattern of day to day absences compared to other teachers across the District.	The teacher’s day to day absence trend is within a range that is common for most teachers, or demonstrates a notable improvement from the prior year(s).
Minus 0.25 – 1.0	No reduction in Effectiveness rating

For the purposes of this section, absences exclude FMLA, ADA, PD, Conference, Jury Duty, Bereavement or religious accommodation.

Discretionary Attendance Examples:

The two prior years and current year all with over 12 absences: - 1.0

The two prior years and current year all with 10-12 absences: - 0.8

Last year and current year with over 12 absences: - 0.7

Last year and current year with 10-12 absences: - 0.5

Prior two years 10 or more absences, with 8-9 absences in current year: - 0.25 and comment of moderate improvement

Prior two years 10 or more absences, and 7 or fewer in current year, no deduction and positive comment regarding improvement from the prior trend.