



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING


RICK SNYDER  
GOVERNOR

BRIAN J. WHISTON  
STATE SUPERINTENDENT

**MEMORANDUM**

**DATE:** June 8, 2017

**TO:** Local and Intermediate School District Superintendents  
Public School Academy Directors

**FROM:** Venessa A. Keesler, Ph.D., Deputy Superintendent   
Division of Educator, Student, and School Support

**SUBJECT:** Survey Opportunity for Feedback on Educator Evaluation System

The Michigan Department of Education (MDE) is in the process of assessing implementation of the educator evaluation system in the state of Michigan. The intent of this effort is to provide research-based and field-based information to support a continuous improvement orientation to implementation of PA 173 of 2015.

Ray.Taylor & Associates (RTA) is one of the firms contracted to assist with this initiative.

Your input is an important part of this effort so we are asking for your insight and recommendations through the survey found at: <https://www.surveymonkey.com/r/V6ZSJBS>. We estimate that the survey will take approximately 15-20 minutes to complete. There is no need to further distribute this survey, as it has been shared with building principals and teachers separately.

If you have questions or need additional information, please contact Rossi Ray Taylor, project director, at 734-975-1963, or email [rossi@raytaylorandassoc.org](mailto:rossi@raytaylorandassoc.org). A description of Ray.Taylor and Associates' full project plan is attached.

cc: Michigan Education Alliance

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## Description of the MDE Educator Evaluation Project: Survey Component

The Michigan Department of Education (MDE) has awarded a contract to Ray.Taylor and Associates (RTA) to conduct an evaluation of the professional evaluation system in place in Michigan school districts. The project design includes several features including a survey of Michigan K-12 educators. The survey is designed to address three evaluation major activities defined by the MDE.

The three questions of interest are:

**Activity 1: Identify best practices in educator evaluation implementation to inform ongoing and future MDE supports to, and programming by, districts.**

**Activity 2: Identify barriers to implementation in local educator evaluation systems and make recommendations for ways to mitigate barriers and inform ongoing and future supports to, and programming by, districts.**

**Activity 3: Evaluate the measurement of student growth using alternative methods/tools and processes specified in PA 173 of 2015.**

The survey findings will be used by RTA to inform the overall evaluation project, along with findings from focus groups, targeted interviews, and to serve as a resource for analysis of the MDE documents and artifacts.

### Background:

On January 5, 2017, the MDE engaged teams of evaluators to complete evaluations of its system of professional educator evaluation. Final reports will be submitted by September 30, 2017. Additional components of the full evaluation design include white papers by selected researchers and practitioners, document and artifact review, literature review, and targeted interviews and focus groups. The evaluation will also identify and validate evidence of schools/districts exhibiting best practices among Michigan schools.

### Timeline:

Final evaluation report submitted to the MDE September 30, 2017

### Questions or further information contact:

Rossi Ray-Taylor, PhD: *Evaluation project contractor/principal investigator*  
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