



Senate Bill 1509 (as enacted)
Sponsor: Senator Wayne Kuipers
Senate Committee: Education
House Committee: Education

PUBLIC ACT 336 of 2010

Date Completed: 4-1-11

CONTENT**The bill amended the Revised School Code to do the following:**

- **Set a deadline of September 1, 2011, on a requirement that a school board adopt and implement a performance evaluation system.**
- **Make an exception to that requirement if a collective bargaining agreement prevents compliance with it and was in effect on January 4, 2010, until that agreement expires.**
- **Require schools to continue to conduct principal evaluations through the 2010-2011 school year as required by the Department of Education.**

Under the Code, with the involvement of teachers and school administrators, the board of a school district, intermediate school district (ISD), or public school academy (PSA) must adopt and implement a performance evaluation system for all teachers and school administrators. The system must evaluate a teacher's or administrator's performance at least annually. It also must establish clear approaches to measuring student growth and provide teachers and administrators with relevant data on student growth, as well as evaluate a teacher's or administrator's job performance using multiple rating categories that take into account data on student growth as a significant factor.

In addition, the system must use the evaluations to inform decisions regarding all of the following:

- The effectiveness of teachers and administrators.
- Promotion, retention, and development of teachers and administrators.
- Whether to grant tenure or full certification, or both, to teacher and administrators.
- Removing ineffective tenured and untenured teachers and administrators after they have had ample opportunities to improve.

The bill requires a school district, ISD, or PSA to adopt and implement the evaluation system by September 1, 2011, subject to the following provision.

If a collective bargaining agreement was in effect for a district's, ISD's, or PSA's teachers or school administrators as of January 4, 2010, and if that agreement prevents compliance with the requirement to adopt and implement a performance evaluation system, the requirement does not apply to that district, ISD, or PSA until after the collective bargaining agreement expires. (The requirement was enacted by Public Act 205 of 2009, which took effect on January 4, 2010.)

The bill also requires a school district, ISD, or PSA to continue to conduct the evaluations for school principals that are currently required by the Department through the 2010-2011 school year. At the end of the school year, a school district,

ISD, or PSA must report the most recently completed or determined "effectiveness label" from the evaluation for each principal who is in place for 2010-2011, in a form and manner prescribed by the Department.

The bill took effect on December 21, 2010.

MCL 380.1249

Legislative Analyst: Suzanne Lowe

FISCAL IMPACT

The bill will have no fiscal impact on the State. The bill increases the reporting requirements of districts via the mandate to report the "effectiveness label" for each principal who was in place for 2010-2011, which may result in slightly increased local data reporting costs.

Fiscal Analyst: Kathryn Summers

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This analysis was prepared by nonpartisan Senate staff for use by the Senate in its deliberations and does not constitute an official statement of legislative intent.