

Ingham Intermediate School District Educator Evaluation Posting Assurances

Updated 3/25/2025

Teachers/Administrators:

In November 2015, Public Act 173 was signed into law, providing important clarity to the ongoing policy discussions about the direction of educator evaluations in Michigan. Implementing Michigan's educator evaluation law with fidelity is a key strategy in our efforts to see Michigan become a top ten education state within the next ten years. Educator evaluations are implicitly linked to MDE's Strategic Goal #3, to "develop, support, and sustain a high-quality, prepared, and collaborative education workforce."

In June 2016, Public Act 170 was signed into law, specifically stating in Section 1249(8) that a "teacher" is defined as "an individual who has a valid Michigan teaching certificate or authorization; who is employed, or contracted for, by a school district, intermediate school district, or public school academy; and who is assigned by the school district, intermediate school district, or public school academy to deliver direct instruction to pupils in any of grades K to 12 as a teacher of record."

Please click on the link below to review Public Act 173 of 2015:

<http://www.legislature.mi.gov/documents/2015-2016/publicact/pdf/2015-PA-0173.pdf>

1. Research Base

White Papers:

- [Marzano Teacher Evaluation Model White Paper](#) (2015)

2. State Approved Evaluation Tool: Postings & Assurances

- MDE: [State Approved Evaluation Tool for District Administration](#)

3. Framework, Rubric, Performance Level Descriptors and Summative Indicators

- [District Leader Model](#)
- [School Leader Model](#)
- [Focused Teacher Model](#)
- [Non-Classroom Instructional Support Model](#)

4. Evaluation Process

- Evaluators will conduct formal, informal and/or walk through observation(s) during the school year, including (for instructional staff) reviewing the lesson plan(s), identifying the state curriculum standard(s) used and conducting an assessment of pupil engagement within the lesson(s) as appropriate.
- Evidence will be collected using the iObservation system
<https://www.ieobservation.com/iob/>



- Evaluation conferences will be conducted using the iObservation system, other web-supported applications and/or in person.
 - Performance ratings and performance improvement plans will be developed in accordance with the Marzano Teacher, instructional Support, School Leader and/or District Leader Evaluation Models, as appropriate and/or the iObservation system and Board of Education Policies pertaining to the evaluation of employees.

Superintendent Evaluation Model:

Superintendent Evaluation Posting Requirements

- [Posting Requirements](#)
- [MASB ISD / RESA Superintendent Evaluation Instrument](#)

For questions or additional information, please contact Susan Tinney, Assistant Superintendent, Human Resources and Organizational Development at STINNEY@inghamisd.org.