It is the policy of the Board of Education of the Grand Rapids Public Schools that all employees are evaluated annually, unless otherwise provided in the contract, using a rigorous, transparent and fair performance evaluation system.

Teachers and School Administrators

A performance evaluation system shall be developed and implemented for teachers and administrators, as defined in Section 1 of Article 1 of the Michigan Teachers Tenure Act, which does the following:

- Supports the GRPS Academic Plan, which is on the District’s web site (www.grps.org).
- Strives for high degrees of validity and reliability and is designed on best practice and research by an objective third party.
- Provides a process that aligns student growth targets, academic strategies, professional development/research, goal setting, and observations to continually learn how to increase instructional effectiveness.
- Complies with legislative requirements.

The evaluation system shall evaluate teacher or school administrator job performance using multiple rating categories that take into account data on student growth as a significant factor. The student growth factor shall not exceed 25% unless dictated by law. Teachers shall be rated as highly effective, effective, minimally effective, or ineffective.

The evaluation shall be used, at a minimum, to inform decisions regarding all of the following:

a. The effectiveness of teachers and school administrators, ensuring that they are given ample opportunities for improvement.

b. The promotion, retention, and development of teachers and school administrators, including providing relevant coaching, instruction support, or professional development.
c. Whether to grant tenure or full certification, or both, to teachers and school administrators using rigorous standards and streamlined, transparent, and fair procedures.

d. Removing ineffective tenured teachers, untenured teachers, and school administrators after they have had ample opportunities to improve, and ensuring that these decisions are made using rigorous standards and streamlined, transparent, and fair procedures.

The Board of Education delegates to the Superintendent or designee the responsibility for taking appropriate action, including developing administrative guidelines as needed, to adopt and implement a rigorous, transparent, and fair performance evaluation system in compliance with the law.

The Board of Education recognizes that the recent amendments to MCL 380.1249 of the Revised School Code provide for additional elements to be included in the performance evaluation beginning with the 2013-2014 school year. The recommendation of the Michigan Council on Educator Effectiveness will be examined and this policy may be revised accordingly.

Other Contract Employees

Any evaluation procedures found in the negotiated agreement shall be followed in the development, implementation, or change of the District’s evaluation policy, rules, regulations, or procedures.

Approved: June 29, 2009
Revised: May 20, 2013