

New Branches School developed and implemented Educator Evaluations meeting the requirements established in subsection (7) of section 1249, of the Michigan Revised School Code. The Educator Evaluations are comprised of three parts: professional competence, measured through a series of classroom observations; professional practices, measured utilizing a written performance evaluation; and student assessments measuring student growth.

Multiple classroom observations are conducted by the administrator throughout the school year. Several are unannounced direct classroom observations, as well as at least one planned observation (two for new teachers during their first three years). Professional competence is measured against a standard list of criteria, for both informal and formal observations.

The administrator and teachers' professional practices are measured using a Written Evaluation against an established list of criteria (developed by the Performance Evaluation Development committee), including criteria which match the New Branches vision and goals. The Administrator and Teachers alike are required to gather sample documents throughout the school year to support the written performance evaluation.

They are also required to record and analyze student data from specific assessments given in the fall and spring to measure student growth. The testing used varies by grade level, and includes Terra Nova and Scantron, which are standards-based and nationally normed. Other appropriate grade level measurement tools are also utilized. Currently student growth will comprise 25% of the Teacher Evaluation, and will increase in weight as specified under Michigan law.

Educators will receive an effectiveness rating, which will be reported to the state annually. The results of the evaluation process will direct the selection of professional development activities for the coming school year. Additionally, the effectiveness of a teacher will be factored into teacher retention, promotion and termination decisions.