

## INFORMATION ABOUT THE 2012–13 EDUCATOR EVALUATION PILOT STUDY

The Michigan Council for Educator Effectiveness (MCEE) has launched a pilot study of educator evaluation tools in the 2012–13 school year. This pilot will inform the final recommendations of the MCEE and support the implementation of a fair, reliable, and effective approach to educator evaluation in our state. Pilots have been conducted in other states as they developed their educator evaluation systems and doing so has enabled them to improve their systems based on analysis of data and feedback from educators before implementing a complete statewide system.

### Quick Facts about the MCEE Pilot Study

- 4 observation tools will each be piloted in at least 3 districts; total of 14 districts.
- Pilot districts will receive training in use of observation tools.
- Student growth will be assessed using tests, including MEAP, ACT, PLAN, Explore, and computer adaptive test(s).
- An outside contractor (not a vendor of any tool) will analyze all data and combine data using different formulas.
- A pilot study of administrator evaluation tools is planned for the second half of the school year in pilot districts.
- The pilot study will be completed in time for final recommendations prior to 2013–14 school year, when state law requirements for evaluation increase.

### What is a pilot study?

A pilot study is a small, carefully designed trial of the tools and methods that may be recommended for the statewide educator evaluation system. By trying out the observation tools, the testing protocols, and the methods of using information, MCEE will learn what works, what needs adjustment, and what is unfeasible, uninformative, or unfair. The pilot will allow both practitioners and policymakers to understand how different tools work in actual school settings and will enable the MCEE to make recommendations for evaluation tools based on data and insight gained from educators in Michigan.

### What are some of the benefits of conducting a pilot of educator evaluation tools and approaches during the 2012–2013 school year?

- To surface and try to resolve specific technical and logistical challenges that may arise.
- To obtain information from education professionals on how the different tools and approaches actually work.
- To generate educator support by allowing teachers and principals to learn about the different systems, provide on-the-ground feedback, and contribute to decision-making.
- To identify and resolve problems in advance, before putting a system in place in all Michigan schools during the 2013–14 school year.
- To explore possible alternative approaches for non-tested grades and subjects.
- To ensure a cost-effective approach to the statewide system by exploring costs and possible cost savings.
- To enable lawmakers to assure stakeholders that the system was tested before enactment.
- To help districts identify master teachers who can assess, mentor, and develop their peers.
- To comply with Michigan's application for a federal ESEA waiver that requires the state to begin an educator evaluation study in the 2012–13 school year.