

HOUSE BILL NO. 5952

July 22, 2020, Introduced by Reps. Kennedy, Camilleri, Brixie, Sowerby, Peterson, Sabo, Tyrone Carter, Hood, Pohutsky, Hope, Manoogian, Chirkun, Shannon, Stone, Cherry, Brenda Carter, Sneller, Clemente, Lasinski, Greig, Hertel, Bolden, Pagan, Yancey, Gay-Dagnogo and Koleszar and referred to the Committee on Education.

A bill to amend 1976 PA 451, entitled
"The revised school code,"
by amending sections 1248, 1249, 1249a, 1249b, 1250, 1280f, 1531j,
and 1531k (MCL 380.1248, 380.1249, 380.1249a, 380.1249b, 380.1250,
380.1280f, 380.1531j, and 380.1531k), section 1248 as added by 2011
PA 102, section 1249 as amended by 2019 PA 6, section 1249a as
amended by 2015 PA 173, section 1249b as amended by 2019 PA 5,
section 1250 as amended by 2018 PA 601, section 1280f as added by



2016 PA 306, and sections 1531j and 1531k as amended by 2018 PA 234.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1248. (1) For teachers, as defined in section 1 of
2 article I of 1937 (Ex Sess) PA 4, MCL 38.71, all of the following
3 apply to policies regarding personnel decisions when conducting a
4 staffing or program reduction or any other personnel determination
5 resulting in the elimination of a position, when conducting a
6 recall from a staffing or program reduction or any other personnel
7 determination resulting in the elimination of a position, or in
8 hiring after a staffing or program reduction or any other personnel
9 determination resulting in the elimination of a position by a
10 school district or intermediate school district:

11 (a) Subject to subdivision (c), the board of a school district
12 or intermediate school district shall not adopt, implement,
13 maintain, or comply with a policy that provides that length of
14 service or tenure status is the primary or determining factor in
15 personnel decisions when conducting a staffing or program reduction
16 or any other personnel determination resulting in the elimination
17 of a position, when conducting a recall from a staffing or program
18 reduction or any other personnel determination resulting in the
19 elimination of a position, or in hiring after a staffing or program
20 reduction or any other personnel determination resulting in the
21 elimination of a position.

22 (b) Subject to subdivision (c), the board of a school district
23 or intermediate school district shall ensure that the school
24 district or intermediate school district adopts, implements,
25 maintains, and complies with a policy that provides that all
26 personnel decisions when conducting a staffing or program reduction



1 or any other personnel determination resulting in the elimination
 2 of a position, when conducting a recall from a staffing or program
 3 reduction or any other personnel determination resulting in the
 4 elimination of a position, or in hiring after a staffing or program
 5 reduction or any other personnel determination resulting in the
 6 elimination of a position, are based on retaining effective
 7 teachers. The policy ~~shall~~**must** ensure that a teacher who has been
 8 rated as ~~ineffective~~**needing support** under the performance
 9 evaluation system under section 1249 is not given any preference
 10 that would result in that teacher being retained over a teacher who
 11 is evaluated as ~~minimally effective~~, effective, ~~or highly~~
 12 ~~effective~~ under the performance evaluation system under section
 13 1249. Effectiveness ~~shall~~**must** be measured by the performance
 14 evaluation system under section 1249, and the personnel decisions
 15 ~~shall~~**must** be made based on the following factors:

16 (i) Individual performance ~~shall~~**must** be the majority factor in
 17 making the decision, and ~~shall~~**must** consist of, but ~~is not~~ **be**
 18 limited to, all of the following:

19 ~~(A) Evidence of student growth, which shall be the predominant~~
 20 ~~factor in assessing an employee's individual performance.~~

21 **(A)** ~~(B)~~ The teacher's demonstrated pedagogical skills,
 22 including at least a special determination concerning the teacher's
 23 knowledge of his or her subject area and the ability to impart that
 24 knowledge through planning, delivering rigorous content, checking
 25 for and building higher-level understanding, differentiating, and
 26 managing a classroom; and consistent preparation to maximize
 27 instructional time.

28 **(B)** ~~(C)~~ The teacher's management of the classroom, manner and
 29 efficacy of disciplining pupils, rapport with parents and other

1 teachers, and ability to withstand the strain of teaching.

2 (C) ~~(D)~~ The teacher's attendance and disciplinary record, if
3 any.

4 (ii) Significant, relevant accomplishments and contributions.
5 This factor ~~shall~~**must** be based on whether the individual
6 contributes to the overall performance of the school by making
7 clear, significant, relevant contributions above the normal
8 expectations for an individual in his or her peer group and having
9 demonstrated a record of exceptional performance.

10 (iii) Relevant special training. This factor ~~shall~~**must** be based
11 on completion of relevant training other than the professional
12 development or continuing education that is required by the
13 employer or by state law, and integration of that training into
14 instruction in a meaningful way.

15 (c) Except as otherwise provided in this subdivision, length
16 of service or tenure status ~~shall~~**must** not be a factor in a
17 personnel decision described in subdivision (a) or (b). However, if
18 that personnel decision involves 2 or more employees and all other
19 factors distinguishing those employees from each other are equal,
20 then length of service or tenure status may be considered as a
21 tiebreaker.

22 ~~(2) If a collective bargaining agreement is in effect for~~
23 ~~employees of a school district or intermediate school district as~~
24 ~~of the effective date of this section and if that collective~~
25 ~~bargaining agreement prevents compliance with subsection (1), then~~
26 ~~subsection (1) does not apply to that school district or~~
27 ~~intermediate school district until after the expiration of that~~
28 ~~collective bargaining agreement.~~

29 (2) ~~(3)~~ If a teacher brings an action against a school



1 district or intermediate school district based on this section, the
 2 teacher's sole and exclusive remedy ~~shall be~~ **is** an order of
 3 reinstatement commencing 30 days after a decision by a court of
 4 competent jurisdiction. The remedy in an action brought by a
 5 teacher based on this section ~~shall~~ **must** not include lost wages,
 6 lost benefits, or any other economic damages.

7 Sec. 1249. (1) ~~Subject to subsection (4), with~~ **With** the
 8 involvement of teachers and school administrators, the board of a
 9 school district or intermediate school district or board of
 10 directors of a public school academy shall adopt and implement for
 11 all teachers and school administrators a rigorous, transparent, and
 12 fair performance evaluation system that does all of the following:

13 (a) Evaluates the teacher's or school administrator's job
 14 performance ~~at least annually~~ while providing timely and
 15 constructive feedback.

16 ~~(b) Establishes clear approaches to measuring student growth~~
 17 ~~and provides teachers and school administrators with relevant data~~
 18 ~~on student growth.~~

19 **(b)** ~~(c)~~ Evaluates a teacher's or school administrator's job
 20 performance, using ~~multiple~~ **2** rating categories. ~~that take into~~
 21 ~~account student growth and assessment data. Student growth must be~~
 22 ~~measured using multiple measures that may include student learning~~
 23 ~~objectives, achievement of individualized education program goals,~~
 24 ~~nationally normed or locally developed assessments that are aligned~~
 25 ~~to state standards, research-based growth measures, or alternative~~
 26 ~~assessments that are rigorous and comparable across schools within~~
 27 ~~the school district, intermediate school district, or public school~~
 28 ~~academy.~~ If the performance evaluation system implemented by a
 29 school district, intermediate school district, or public school



academy under this section does not already include the rating of teachers as ~~highly effective, effective, minimally effective, and ineffective,~~ **and needing support** then the school district, intermediate school district, or public school academy shall revise the performance evaluation system not later than ~~September 19, 2011~~ **January 1, 2021** to ensure that it rates teachers as ~~highly effective, effective, minimally effective, or ineffective.~~ **or needing support.**

(c) ~~(d)~~ Uses the evaluations, at a minimum, to inform decisions regarding all of the following:

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

(ii) Promotion, retention, and development of teachers and school administrators, including providing relevant coaching, instruction support, or professional development.

(iii) Whether to grant tenure or full certification, or both, to teachers and school administrators using rigorous standards and streamlined, transparent, and fair procedures.

(iv) Removing ineffective tenured and 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.

(2) The board of a school district or intermediate school district or board of directors of a public school academy shall ensure that the performance evaluation system for teachers meets all of the following:

(a) ~~The~~ **Subject to section 3a of article II of 1937 (Ex Sess) PA 4, MCL 38.83a,** the performance evaluation system must include at least an annual year-end evaluation for all teachers **who are rated**



as needing support. ~~An annual~~ Subject to section 3a of article II of 1937 (Ex Sess) PA 4, MCL 38.83a, the performance evaluation system must include a year-end evaluation once every 3 years for all teachers who are rated as effective. The year-end evaluation must meet all of the following:

~~(i) For the 2018-2019 school year, 25% of the annual year-end evaluation must be based on student growth and assessment data. Beginning with the 2019-2020 school year, 40% of the annual year-end evaluation must be based on student growth and assessment data.~~

~~(ii) For core content areas in grades and subjects in which state assessments are administered, 50% of student growth must be measured using the state assessments, and the portion of student growth not measured using state assessments must be measured using multiple research-based growth measures or alternative assessments that are rigorous and comparable across schools within the school district, intermediate school district, or public school academy. Student growth also may be measured by student learning objectives or nationally normed or locally adopted assessments that are aligned to state standards, or based on achievement of individualized education program goals.~~

~~(i) (iii) The portion of a teacher's annual year-end evaluation that is not based on student growth and assessment data, as described under subparagraph (i), must be~~ **Be** based primarily on a teacher's performance as measured by the evaluation tool developed or adopted by the school district, intermediate school district, or public school academy under subdivision ~~(f)~~. **(e)**.

~~(ii) (iv) The portion of a teacher's evaluation that is not measured using student growth and assessment data, as described under subparagraph (i), or using the evaluation tool developed or~~



adopted by the school district, intermediate school district, or public school academy, as described under subparagraph ~~(iii)~~, ~~(i)~~, must incorporate criteria enumerated in section 1248(1)(b)(i) to ~~(iii)~~ that are not otherwise evaluated under subparagraph (i). ~~or~~ ~~(iii)~~.

~~(b) If there are student growth and assessment data available for a teacher for at least 3 school years, the annual year-end evaluation must be based on the student growth and assessment data for the most recent 3 consecutive school year period. If there are not student growth and assessment data available for a teacher for at least 3 school years, the annual year-end evaluation must be based on all student growth and assessment data that are available for the teacher.~~

~~(b)~~ ~~(e)~~ The annual year-end evaluation must include specific performance goals that will assist in improving effectiveness for the next school year and are developed by the school administrator or his or her designee conducting the evaluation, in consultation with the teacher, and any recommended training identified by the school administrator or designee, in consultation with the teacher, that would assist the teacher in meeting these goals. For a teacher described in subdivision ~~(d)~~, ~~(c)~~, the school administrator or designee shall develop, in consultation with the teacher, an individualized development plan that includes these goals and training and is designed to assist the teacher to improve his or her effectiveness.

~~(c)~~ ~~(d)~~ The performance evaluation system must include a midyear progress report for a teacher who is in the first year of the probationary period prescribed by section 1 of article II of 1937 (Ex Sess) PA 4, MCL 38.81, or who received a rating of



~~minimally effective or ineffective~~ **needing support** in his or her most recent ~~annual~~ year-end evaluation. The midyear progress report must be used as a supplemental tool to gauge a teacher's improvement from the preceding school year and to assist a teacher to improve. All of the following apply to the midyear progress report:

(i) The midyear progress report must be based at least in part on student achievement.

(ii) The midyear progress report must be aligned with the teacher's individualized development plan under subdivision ~~(e)~~. **(b)**.

(iii) The midyear progress report must include specific performance goals for the remainder of the school year that are developed by the school administrator conducting the ~~annual~~ year-end evaluation or his or her designee and any recommended training identified by the school administrator or designee that would assist the teacher in meeting these goals. At the midyear progress report, the school administrator or designee shall develop, in consultation with the teacher, a written improvement plan that includes these goals and training and is designed to assist the teacher to improve his or her rating.

(iv) The midyear progress report must not take the place of ~~an annual~~ a year-end evaluation.

(d) ~~(e)~~ The performance evaluation system must include classroom observations to assist in the performance evaluations. All of the following apply to these classroom observations:

(i) A classroom observation must include a review of the teacher's lesson plan and the state curriculum standard being used in the lesson and a review of pupil engagement in the lesson.



1 (ii) A classroom observation ~~does not have to~~ **should** be for an
2 entire class period.

3 (iii) ~~Unless a teacher has received a rating of effective or~~
4 ~~highly effective on his or her 2 most recent annual year-end~~
5 ~~evaluations, there~~ **There** must be at least 2 **scheduled** classroom
6 observations of the teacher each school year **in which the teacher**
7 **is evaluated**. ~~At least 1 observation must be unscheduled.~~

8 (iv) The school administrator responsible for the teacher's
9 performance evaluation shall conduct at least 1 of the
10 observations. Other observations may be conducted by other
11 observers who are trained in the use of the evaluation tool that is
12 used under subdivision ~~(f)~~. **(e)**. These other observers may be
13 teacher leaders.

14 (v) A school district, intermediate school district, or public
15 school academy shall ensure that, within 30 days after each
16 observation, the teacher is provided with **written** feedback from the
17 observation.

18 **(e)** ~~(f)~~ For the purposes of conducting ~~annual year-end~~
19 evaluations under the performance evaluation system, ~~by the~~
20 ~~beginning of the 2016-2017 school year, the school district,~~
21 intermediate school district, or public school academy shall adopt
22 and implement 1 or more of the evaluation tools for teachers that
23 are included on the list under subsection ~~(5)~~. **(4)**. However, if a
24 school district, intermediate school district, or public school
25 academy has 1 or more local evaluation tools for teachers or
26 modifications of an evaluation tool on the list under subsection
27 ~~(5)~~, **(4)**, and the school district, intermediate school district, or
28 public school academy complies with subsection (3), the school
29 district, intermediate school district, or public school academy



1 may conduct ~~annual~~-year-end evaluations for teachers using 1 or
 2 more local evaluation tools or modifications. The evaluation tools
 3 must be used consistently among the schools operated by a school
 4 district, intermediate school district, or public school academy so
 5 that all similarly situated teachers are evaluated using the same
 6 evaluation tool.

7 (f) ~~(g)~~ The performance evaluation system must assign an
 8 effectiveness ~~a~~ rating to each teacher of ~~highly effective,~~
 9 effective, ~~minimally effective, or ineffective,~~ **or needing support**
 10 based on his or her score on the ~~annual~~-year-end evaluation
 11 described in this subsection.

12 (g) ~~(h)~~ As part of the performance evaluation system, and in
 13 addition to the requirements of section 1526, a school district,
 14 intermediate school district, or public school academy is
 15 encouraged to assign a mentor or coach to each teacher who is
 16 described in subdivision ~~(d)~~. **(c)**.

17 ~~(i)~~ The performance evaluation system may allow for exemption
 18 of student growth data for a particular pupil for a school year
 19 upon the recommendation of the school administrator conducting the
 20 annual year-end evaluation or his or her designee and approval of
 21 the school district superintendent or his or her designee,
 22 intermediate superintendent or his or her designee, or chief
 23 administrator of the public school academy, as applicable.

24 ~~(j)~~ The performance evaluation system must provide that, if a
 25 teacher is rated as ineffective on 3 consecutive annual year-end
 26 evaluations, the school district, intermediate school district, or
 27 public school academy shall dismiss the teacher from his or her
 28 employment. This subdivision does not affect the ability of a
 29 school district, intermediate school district, or public school



~~academy to dismiss a teacher from his or her employment regardless of whether the teacher is rated as ineffective on 3 consecutive annual year-end evaluations.~~

~~(k) The performance evaluation system must provide that, if a teacher is rated as highly effective on 3 consecutive annual year-end evaluations, the school district, intermediate school district, or public school academy may choose to conduct a year-end evaluation biennially instead of annually. However, if a teacher is not rated as highly effective on 1 of these biennial year-end evaluations, the teacher shall again be provided with annual year-end evaluations.~~

~~(h) (l)~~ The performance evaluation system must provide that, if a teacher who is not in a probationary period prescribed by section 1 of article II of 1937 (Ex Sess) PA 4, MCL 38.81, is rated as ineffective **needing support** on an annual ~~a~~ year-end evaluation, the teacher may request a review of the evaluation and the rating by the school district superintendent, intermediate superintendent, or chief administrator of the public school academy, as applicable. The request for a review must be submitted in writing within 20 days after the teacher is informed of the rating. Upon receipt of the request, the school district superintendent, intermediate superintendent, or chief administrator of the public school academy, as applicable, shall review the evaluation and rating and may make any modifications as appropriate based on his or her review. ~~However, the performance evaluation system must not allow for a review as described in this subdivision more than twice in a 3-school-year period.~~ **The school district superintendent, intermediate superintendent, or chief administrator of the public school academy, as applicable, shall complete a review under this**



1 subsection and issue a written response regarding his or her
2 findings to the teacher who requested the review not later than 30
3 days after receipt of the request for a review and before making
4 any modifications under this subsection. If a teacher rated as
5 needing support is not satisfied with a review under this
6 subsection, not later than 60 days after the teacher receives a
7 written response as described in the immediately preceding
8 sentence, the teacher may submit a request to the school district,
9 intermediate school district, or public school academy for binding
10 arbitration to challenge the evaluation and his or her rating. Once
11 a request for binding arbitration under this subsection is received
12 by a school district, intermediate school district, or public
13 school academy, the board of the school district or intermediate
14 school district or board of directors of the public school academy
15 shall ensure that a binding arbitration regarding the evaluation
16 and the teacher's rating is conducted. The school district,
17 intermediate school district, or public school academy is
18 responsible for 50% of the costs of a binding arbitration under
19 this subsection and the teacher who requests a binding arbitration
20 under this subsection is responsible for the remaining 50% of the
21 costs of the binding arbitration. The arbitrator for a binding
22 arbitration under this subsection must be selected pursuant to
23 rules of the American Arbitration Association. A teacher has the
24 right to be represented by an attorney during a binding arbitration
25 described under this subsection. A binding arbitration under this
26 subsection may be conducted publicly or privately at the discretion
27 of the teacher who requests binding arbitration under this
28 subsection. A school district's, intermediate school district's, or
29 public school academy's failure to comply with this section is



1 **conclusive evidence of a teacher's effectiveness.**

2 (i) ~~(m)~~—The school district, intermediate school district, or
3 public school academy shall provide training to teachers on the
4 evaluation tool or tools used by the school district, intermediate
5 school district, or public school academy in its performance
6 evaluation system and on how each evaluation tool is used. This
7 training may be provided by a school district, intermediate school
8 district, or public school academy, or by a consortium consisting
9 of 2 or more of these.

10 (j) ~~(n)~~—A school district, intermediate school district, or
11 public school academy shall ensure that training is provided to all
12 evaluators and observers. The training must be provided by an
13 individual who has expertise in the evaluation tool or tools used
14 by the school district, intermediate school district, or public
15 school academy, which may include either a consultant on that
16 evaluation tool or framework or an individual who has been trained
17 to train others in the use of the evaluation tool or tools. This
18 subdivision does not prohibit a school district, intermediate
19 school district, public school academy, or consortium consisting of
20 2 or more of these, from providing the training in the use of the
21 evaluation tool or tools if the trainer has expertise in the
22 evaluation tool or tools.

23 (3) A school district, intermediate school district, or public
24 school academy shall post on its public website all of the
25 following information about the evaluation tool or tools it uses
26 for its performance evaluation system for teachers:

27 (a) The research base for the evaluation framework,
28 instrument, and process or, if the school district, intermediate
29 school district, or public school academy adapts or modifies an



1 evaluation tool from the list under subsection ~~(5)~~, **(4)**, the
 2 research base for the listed evaluation tool and an assurance that
 3 the adaptations or modifications do not compromise the validity of
 4 that research base.

5 (b) The identity and qualifications of the author or authors
 6 or, if the school district, intermediate school district, or public
 7 school academy adapts or modifies an evaluation tool from the list
 8 under subsection ~~(5)~~, **(4)**, the identity and qualifications of a
 9 person with expertise in teacher evaluations who has reviewed the
 10 adapted or modified evaluation tool.

11 (c) Either evidence of reliability, validity, and efficacy or
 12 a plan for developing that evidence or, if the school district,
 13 intermediate school district, or public school academy adapts or
 14 modifies an evaluation tool from the list under subsection ~~(5)~~,
 15 **(4)**, an assurance that the adaptations or modifications do not
 16 compromise the reliability, validity, or efficacy of the evaluation
 17 tool or the evaluation process.

18 (d) The evaluation frameworks and rubrics with detailed
 19 descriptors for each performance level on key summative indicators.

20 (e) A description of the processes for conducting classroom
 21 observations, collecting evidence, conducting evaluation
 22 conferences, developing performance ratings, and developing
 23 performance improvement plans.

24 (f) A description of the plan for providing evaluators and
 25 observers with training.

26 ~~(4) If a collective bargaining agreement was in effect for~~
 27 ~~teachers or school administrators of a school district,~~
 28 ~~intermediate school district, or public school academy as of July~~
 29 ~~19, 2011, if that same collective bargaining agreement is still in~~



1 ~~effect as of November 5, 2015, and if that collective bargaining~~
2 ~~agreement prevents compliance with subsection (1), then subsection~~
3 ~~(1) does not apply to that school district, intermediate school~~
4 ~~district, or public school academy until after the expiration of~~
5 ~~that collective bargaining agreement.~~

6 **(4)** ~~(5)~~—The department shall establish and maintain a list of
7 teacher evaluation tools that have demonstrated evidence of
8 efficacy and that may be used for the purposes of this section.
9 That list initially must include at least the evaluation models
10 recommended in the final recommendations released by the Michigan
11 council on educator effectiveness in July 2013. The list must
12 include a statement indicating that school districts, intermediate
13 school districts, and public school academies are not limited to
14 only using the evaluation tools that are included on the list. A
15 school district, intermediate school district, or public school
16 academy is not required to use an evaluation tool for teacher
17 evaluations that is the same as it uses for school administrator
18 evaluations or that has the same author or authors as the
19 evaluation tool it uses for school administrator evaluations. The
20 department shall promulgate rules establishing standards and
21 procedures for adding an evaluation tool to or removing an
22 evaluation tool from the list. These rules must include a process
23 for a school district, intermediate school district, or public
24 school academy to submit its own evaluation tool for review for
25 placement on the list.

26 **(5)** ~~(6)~~—The training required under subsection (2) must be
27 paid for from the funds available in the educator evaluation
28 reserve fund created under section 95a of the state school aid act
29 of 1979, MCL 388.1695a.



~~(7) This section does not affect the operation or applicability of section 1248.~~

(6) ~~(8)~~ As used in this section, "teacher" means an individual who has a valid Michigan teaching certificate or authorization or who is engaged to teach under section 1233b; 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.

Sec. 1249a. (1) ~~Beginning with the 2018-2019 school year,~~ **Subject** to subsection (2), a school district, intermediate school district, or public school academy shall not assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ~~ineffective~~ **needing support** on his or her 2 most recent ~~annual~~ year-end evaluations under section 1249.

(2) ~~Beginning with the 2018-2019 school year, if~~ **If** a school district, intermediate school district, or public school academy is unable to comply with subsection (1) and plans to assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ~~ineffective~~ **needing support** on his or her 2 most recent ~~annual~~ year-end evaluations under section 1249, the board of the school district or intermediate school district or board of directors of the public school academy in which the pupil is enrolled shall notify the pupil's parent or legal guardian that the board or board of directors is unable to comply with subsection (1) and that the pupil has been assigned to be taught in the same subject area for a second consecutive year by a teacher who has been rated as ~~ineffective~~ **needing support** on his or her 2 most



1 recent ~~annual~~-year-end evaluations. The ~~notification board or board~~
 2 ~~of directors~~ shall ~~be~~-ensure that the notification under this
 3 subsection is in writing, ~~shall be~~-and delivered to the parent or
 4 legal guardian not later than July 15 immediately preceding the
 5 beginning of the school year for which the pupil is assigned to the
 6 teacher, ~~and shall include that the notification includes~~ an
 7 explanation of why the board or board of directors is unable to
 8 comply with subsection (1).

9 Sec. 1249b. (1) The board of a school district or intermediate
 10 school district or board of directors of a public school academy
 11 shall ensure that the performance evaluation system for building-
 12 level school administrators and for central-office-level school
 13 administrators who are regularly involved in instructional matters
 14 meets all of the following:

15 (a) The performance evaluation system must include at least an
 16 annual evaluation for all school administrators described in this
 17 subsection **who are rated as needing support to be conducted** by the
 18 school district superintendent or his or her designee, intermediate
 19 superintendent or his or her designee, or chief administrator of
 20 the public school academy, as applicable. **The performance**
 21 **evaluation system must include a year-end evaluation once every 3**
 22 **years for all school administrators described in this subsection**
 23 **who are rated as effective to be conducted by the school district**
 24 **superintendent or his or her designee, intermediate superintendent**
 25 **or his or her designee, or chief administrator of the public school**
 26 **academy, as applicable.** However, a superintendent or chief
 27 administrator ~~shall~~-must be evaluated by the board or board of
 28 directors or, if the superintendent or chief administrator is not
 29 employed directly by the board or board of directors, by the



1 designee of the board or board of directors.

2 ~~(b) For the 2018-2019 school year, 25% of the annual~~
 3 ~~evaluation must be based on student growth and assessment data.~~
 4 ~~Beginning with the 2019-2020 school year, 40% of the annual~~
 5 ~~evaluation must be based on student growth and assessment data. The~~
 6 ~~student growth and assessment data to be used for the school~~
 7 ~~administrator annual evaluation are the aggregate student growth~~
 8 ~~and assessment data that are used in teacher annual year-end~~
 9 ~~evaluations in each school in which the school administrator works~~
 10 ~~as an administrator or, for a central-office-level school~~
 11 ~~administrator, for the entire school district or intermediate~~
 12 ~~school district.~~

13 **(b)** ~~(c)~~ For the purposes of conducting ~~annual~~ evaluations
 14 under the performance evaluation system, the school district,
 15 intermediate school district, or public school academy shall
 16 develop or adopt and implement an evaluation tool for school
 17 administrators. ~~The portion of a~~ **A** school administrator's ~~annual~~
 18 ~~evaluation that is not based on student growth~~ must be based
 19 primarily on the school administrator's performance as measured by
 20 this evaluation tool.

21 **(c)** ~~(d)~~ The portion of the ~~annual~~ evaluation that is not based
 22 ~~on student growth and assessment data as provided under subdivision~~
 23 ~~(b) or on an evaluation tool as provided under subdivision (c)~~ **(b)**
 24 must be based on at least the following for each school in which
 25 the school administrator works as an administrator or, for a
 26 central-office-level school administrator, for the entire school
 27 district or intermediate school district:

28 **(i)** If the school administrator conducts teacher performance
 29 evaluations, the school administrator's proficiency in using the



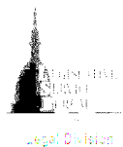
1 evaluation tool for teachers used by the school district,
2 intermediate school district, or public school academy under
3 section 1249. If the school administrator designates another person
4 to conduct teacher performance evaluations, the evaluation of the
5 school administrator on this factor must be based on the designee's
6 proficiency in using the evaluation tool for teachers used by the
7 school district, intermediate school district, or public school
8 academy under section 1249, with the designee's performance to be
9 counted as if it were the school administrator personally
10 conducting the teacher performance evaluations.

11 (ii) The progress made by the school or school district in
12 meeting the goals set forth in the school's school improvement plan
13 or the school district's school improvement plans.

14 (iii) Pupil attendance in the school or school district.

15 (iv) Student, parent, and teacher feedback, as available, and
16 other information considered pertinent by the superintendent or
17 other school administrator conducting the performance evaluation or
18 the board or board of directors.

19 (d) ~~(e)~~ For the purposes of conducting ~~annual~~ evaluations
20 under the performance evaluation system, ~~by the beginning of the~~
21 ~~2016-2017 school year,~~ the school district, intermediate school
22 district, or public school academy shall adopt and implement 1 or
23 more of the evaluation tools for school administrators that are
24 included on the list under subsection (3). However, if a school
25 district, intermediate school district, or public school academy
26 has 1 or more local evaluation tools for school administrators or
27 modifications of an evaluation tool on the list under subsection
28 (3), and the school district, intermediate school district, or
29 public school academy complies with subsection (2), the school



1 district, intermediate school district, or public school academy
 2 may conduct ~~annual~~ year-end evaluations for school administrators
 3 using 1 or more local evaluation tools or modifications.

4 (e) ~~(f)~~—The evaluation tool and other measures used by the
 5 school district, intermediate school district, or public school
 6 academy in its performance evaluation system for school
 7 administrators must be used consistently across the schools
 8 operated by a school district, intermediate school district, or
 9 public school academy so that all similarly situated school
 10 administrators are evaluated using the same measures.

11 (f) ~~(g)~~—The performance evaluation system must assign an
 12 effectiveness rating to each school administrator described in this
 13 subsection of ~~highly effective, effective, minimally effective, or~~
 14 ~~ineffective~~ **or needing support**.

15 (g) ~~(h)~~—The performance evaluation system must ensure that if
 16 a school administrator described in this subsection is rated as
 17 ~~minimally effective or ineffective~~, **needing support**, the person or
 18 persons conducting the evaluation shall develop and require the
 19 school administrator to implement an improvement plan to correct
 20 the deficiencies. The improvement plan must recommend professional
 21 development opportunities and other actions designed to improve the
 22 rating of the school administrator on his or her next ~~annual~~
 23 evaluation.

24 ~~(i) The performance evaluation system must provide that, if a~~
 25 ~~school administrator described in this subsection is rated as~~
 26 ~~ineffective on 3 consecutive annual evaluations, the school~~
 27 ~~district, intermediate school district, or public school academy~~
 28 ~~shall dismiss the school administrator from his or her employment.~~
 29 ~~This subdivision does not affect the ability of a school district,~~



~~intermediate school district, or public school academy to dismiss a school administrator from his or her employment regardless of whether the school administrator is rated as ineffective on 3 consecutive annual evaluations.~~

~~(j) The performance evaluation system must provide that, if a school administrator is rated as highly effective on 3 consecutive annual evaluations, the school district, intermediate school district, or public school academy may choose to conduct an evaluation biennially instead of annually. However, if a school administrator is not rated as highly effective on 1 of these biennial evaluations, the school administrator shall again be provided with annual evaluations.~~

~~(h) (k)~~ The school district, intermediate school district, or public school academy shall provide training to school administrators on the measures used by the school district, intermediate school district, or public school academy in its performance evaluation system for school administrators and on how each of the measures is used. This training may be provided by a school district, intermediate school district, or public school academy, or by a consortium consisting of 2 or more of these.

~~(i) (l)~~ A school district, intermediate school district, or public school academy shall ensure that training is provided to all evaluators and observers. The training must be provided by an individual who has expertise in the evaluation tool or tools used by the school district, intermediate school district, or public school academy, which may include either a consultant on that evaluation tool or framework or an individual who has been trained to train others in the use of the evaluation tool or tools. This subdivision does not prohibit a school district, intermediate



1 school district, public school academy, or consortium consisting of
2 2 or more of these, from providing the training in the use of the
3 evaluation tool or tools if the trainer has expertise in the
4 evaluation tool or tools.

5 (2) A school district, intermediate school district, or public
6 school academy shall post on its public website all of the
7 following information about the measures it uses for its
8 performance evaluation system for school administrators:

9 (a) The research base for the evaluation framework,
10 instrument, and process or, if the school district, intermediate
11 school district, or public school academy adapts or modifies an
12 evaluation tool from the list under subsection (3), the research
13 base for the listed evaluation tool and an assurance that the
14 adaptations or modifications do not compromise the validity of that
15 research base.

16 (b) The identity and qualifications of the author or authors
17 or, if the school district, intermediate school district, or public
18 school academy adapts or modifies an evaluation tool from the list
19 under subsection (3), the identity and qualifications of a person
20 with expertise in teacher evaluations who has reviewed the adapted
21 or modified evaluation tool.

22 (c) Either evidence of reliability, validity, and efficacy or
23 a plan for developing that evidence or, if the school district,
24 intermediate school district, or public school academy adapts or
25 modifies an evaluation tool from the list under subsection (3), an
26 assurance that the adaptations or modifications do not compromise
27 the reliability, validity, or efficacy of the evaluation tool or
28 the evaluation process.

29 (d) The evaluation frameworks and rubrics, with detailed



1 descriptors for each performance level on key summative indicators.

2 (e) A description of the processes for collecting evidence,
3 conducting evaluation conferences, developing performance ratings,
4 and developing performance improvement plans.

5 (f) A description of the plan for providing evaluators and
6 observers with training.

7 (3) The department shall establish and maintain a list of
8 school administrator evaluation tools that have demonstrated
9 evidence of efficacy and that may be used for the purposes of this
10 section. That list initially must include at least the 2 evaluation
11 models recommended in the final recommendations released by the
12 Michigan council on educator effectiveness in July 2013. The list
13 must include a statement indicating that school districts,
14 intermediate school districts, and public school academies are not
15 limited to only using the evaluation tools that are included on the
16 list. A school district, intermediate school district, or public
17 school academy is not required to use an evaluation tool for school
18 administrator evaluations that is the same as it uses for teacher
19 evaluations or that has the same author or authors as the
20 evaluation tool it uses for teacher evaluations. The department
21 shall promulgate rules establishing standards and procedures for
22 adding an evaluation tool to or removing an evaluation tool from
23 the list. These rules must include a process for a school district,
24 intermediate school district, or public school academy to submit
25 its own evaluation tool for review for placement on the list.

26 (4) The training required under subsection (1) must be paid
27 for from the funds available in the educator evaluation reserve
28 fund created under section 95a of the state school aid act of 1979,
29 MCL 388.1695a.



1 Sec. 1250. (1) Except as otherwise provided in this section, a
 2 school district, ~~public school academy, or~~ intermediate school
 3 district, **or public school academy** shall implement and maintain a
 4 method of compensation for its teachers and school administrators
 5 that includes job performance and job accomplishments as a
 6 significant factor in determining compensation and additional
 7 compensation. The assessment of job performance ~~shall~~**must**
 8 incorporate a rigorous, transparent, and fair evaluation system
 9 that evaluates a teacher's or school administrator's performance.
 10 ~~at least in part based upon data on student growth as measured by~~
 11 ~~assessments and other objective criteria.~~

12 ~~(2) If a collective bargaining agreement is in effect for~~
 13 ~~teachers or school administrators of a school district, public~~
 14 ~~school academy, or intermediate school district as of January 4,~~
 15 ~~2010, and if that collective bargaining agreement prevents~~
 16 ~~compliance with subsection (1), then subsection (1) does not apply~~
 17 ~~to that school district, public school academy, or intermediate~~
 18 ~~school district until after the expiration of that collective~~
 19 ~~bargaining agreement.~~

20 **(2)** ~~(3)~~ For teachers and school administrators who are hired
 21 by a community district after September 1, 2019, the community
 22 district shall implement and maintain a method of compensation that
 23 includes job performance and job accomplishments as the primary
 24 factor in determining compensation and additional compensation. A
 25 teacher's or school administrator's job performance ~~shall~~**must** be
 26 evaluated based on the teacher's ~~annual~~ evaluation under section
 27 1249 or the school administrator's ~~annual~~ evaluation under section
 28 1249b, as applicable.

29 **(3)** ~~(4)~~ For teachers and school administrators who are hired



1 by a community district after September 1, 2019, the community
2 district shall not use length of service or achievement of an
3 advanced degree as a factor in compensation levels or adjustments
4 in compensation except as follows:

5 (a) For a teacher with a secondary level teaching certificate
6 who has a subject area endorsement and who teaches in that subject
7 area, an advanced degree achieved in that subject area may be
8 considered as a factor in the teacher's base compensation.

9 (b) For a teacher with an elementary level teaching
10 certificate who teaches in an elementary grade, an advanced degree
11 in elementary education may be considered as a factor in the
12 teacher's base compensation.

13 Sec. 1280f. (1) The department shall do all of the following
14 to help ensure that more pupils will achieve a score of at least
15 proficient in English language arts on the grade 3 state
16 assessment:

17 (a) Approve 3 or more valid and reliable screening, formative,
18 and diagnostic reading assessment systems for selection and use by
19 school districts and public school academies in accordance with the
20 following:

21 (i) Each approved assessment system ~~shall~~**must** provide a
22 screening assessment, monitoring capabilities for monitoring
23 progress toward a growth target, and a diagnostic assessment.

24 (ii) In determining which assessment systems to approve for use
25 by school districts and public school academies, the department
26 shall also consider at least the following factors:

27 (A) The time required to conduct the assessments, with the
28 intention of minimizing the impact on instructional time.

29 (B) The level of integration of assessment results with



1 instructional support for teachers and pupils.

2 (C) The timeliness in reporting assessment results to
3 teachers, administrators, and parents.

4 (b) Recommend or develop an early literacy coach model with
5 the following features:

6 (i) An early literacy coach shall support and provide initial
7 and ongoing professional development to teachers in all of the
8 following:

9 (A) Each of the 5 major reading components listed in
10 subsection (3) (a) (iv) (B) as needed, based on an analysis of pupil
11 performance data.

12 (B) Administering and analyzing instructional assessments.

13 (C) Providing differentiated instruction and intensive
14 intervention.

15 (D) Using progress monitoring.

16 (E) Identifying and addressing reading deficiency.

17 (ii) An early literacy coach shall also do all of the
18 following:

19 (A) Model effective instructional strategies for teachers.

20 (B) Facilitate study groups.

21 (C) Train teachers in data analysis and using data to
22 differentiate instruction.

23 (D) Coach and mentor colleagues.

24 (E) Work with teachers to ensure that evidence-based reading
25 programs such as comprehensive core reading programs, supplemental
26 reading programs, and comprehensive intervention reading programs
27 are implemented with fidelity.

28 (F) Train teachers to diagnose and address reading deficiency.

29 (G) Work with teachers in applying evidence-based reading



1 strategies in other content areas, including, but not limited to,
2 prioritizing time spent on those teachers, activities, and roles
3 that will have the greatest impact on pupil achievement and
4 prioritizing coaching and mentoring in classrooms.

5 (H) Help to increase instructional density to meet the needs
6 of all pupils.

7 (I) Help lead and support reading leadership teams at the
8 school.

9 (J) Continue to increase his or her knowledge base in best
10 practices in reading instruction and intervention.

11 (K) For each teacher who teaches in a classroom for grades K
12 to 3, model for the teacher, and coach the teacher in, instruction
13 with pupils in whole and small groups.

14 (iii) In the context of performing the functions described in
15 subparagraph (ii), an early literacy coach ~~shall~~**must** not be asked
16 to perform administrative functions that will confuse his or her
17 role for teachers.

18 (iv) An early literacy coach must meet all of the following:

19 (A) Have experience as a successful classroom teacher.

20 (B) Have sufficient knowledge of scientifically based reading
21 research, special expertise in quality reading instruction and
22 infusing reading strategies into content area instruction, and data
23 management skills.

24 (C) Have a strong knowledge base in working with adults.

25 (D) Have a minimum of a bachelor's degree and advanced
26 coursework in reading or have completed professional development in
27 evidence-based literacy instructional strategies.

28 (v) An early literacy coach ~~shall~~**must** not be assigned a
29 regular classroom teaching assignment, but ~~shall~~**must** be expected



1 to work frequently with pupils in whole and small group instruction
2 or tutoring in the context of modeling and coaching in or outside
3 of teachers' classrooms.

4 (2) Subject to subsection (14), ~~beginning in the 2017-2018~~
5 ~~school year,~~ the board of a school district or board of directors
6 of a public school academy shall do all of the following to ensure
7 that more pupils will achieve a score of at least proficient in
8 English language arts on the grade 3 state assessment:

9 (a) Select 1 valid and reliable screening, formative, and
10 diagnostic reading assessment system from the assessment systems
11 approved by the department under subsection (1)(a). A school
12 district or public school academy shall use this assessment system
13 for pupils in grades K to 3 to screen and diagnose difficulties,
14 inform instruction and intervention needs, and assess progress
15 toward a growth target. A school district or public school academy
16 periodically shall assess a pupil's progress in reading skills at
17 least 3 times per school year in grades K to 3. The first of these
18 assessments for a school year ~~shall-must~~ be conducted within the
19 first 30 school days of the school year.

20 (b) For any pupil in grades K to 3 who exhibits a reading
21 deficiency at any time, based upon the reading assessment system
22 selected and used under subdivision (a), provide an individual
23 reading improvement plan for the pupil within 30 days after the
24 identification of the reading deficiency. The individual reading
25 improvement plan ~~shall-must~~ be created by the pupil's teacher,
26 school principal, and parent or legal guardian and other pertinent
27 school personnel, and ~~shall-must~~ describe the reading intervention
28 services the pupil will receive to remedy the reading deficiency. A
29 school district or public school academy shall provide intensive



1 reading intervention for the pupil in accordance with the
2 individual reading improvement plan until the pupil no longer has a
3 reading deficiency.

4 (c) If a pupil in grades K to 3 is identified as having an
5 early literacy delay or reading deficiency, provide written notice
6 to the pupil's parent or legal guardian of the delay or reading
7 deficiency in writing and provide tools to assist the parent or
8 legal guardian to engage in intervention and to address or correct
9 any reading deficiency at home.

10 (d) Require a school principal or chief administrator to do
11 all of the following:

12 (i) For a teacher in grades K to 3, target specific areas of
13 professional development based on the reading development needs
14 data for incoming pupils.

15 (ii) Differentiate and intensify professional development for
16 teachers based on data gathered by monitoring teacher progress in
17 improving pupil proficiency rates among their pupils.

18 (iii) Establish a collaborative system within the school to
19 improve reading proficiency rates in grades K to 3.

20 (iv) Ensure that time is provided for teachers to meet for
21 professional development.

22 (e) Utilize, at least, early literacy coaches provided through
23 the intermediate school district in which the school district or
24 public school academy is located, as provided for under section
25 35a(4) of the state school aid act of 1979, MCL 388.1635a. However,
26 a public school academy may use an early literacy coach provided by
27 the public school academy, at the expense of the public school
28 academy, rather than using an early literacy coach provided through
29 an intermediate school district if the early literacy coach and the



usage of the early literacy coach otherwise meet the requirements of this section.

(3) Subject to subsection (14), a school district or public school academy shall provide reading intervention programs for pupils in grades K to 3, including at least all of the following:

(a) For pupils who exhibit a reading deficiency, a reading intervention program intended to ensure that pupils are proficient readers by the end of grade 3 and that includes some or all of the following features:

(i) Is provided to each pupil in grades K to 3 who is identified with a reading deficiency based on screening and diagnostic tools, and identifies and addresses the pupil's reading deficiency.

(ii) Periodically screens and monitors the progress of each pupil's reading skills, at least 3 times per year.

(iii) Provides evidence-based core reading instruction that is comprehensive and meets the majority of the general education classroom needs.

(iv) Provides reading intervention that meets, at a minimum, the following specifications:

(A) Assists pupils exhibiting a reading deficiency in developing the ability to read at grade level.

(B) Provides intensive development in the 5 major reading components: phonemic awareness, phonics, fluency, vocabulary, and comprehension.

(C) Is systematic, explicit, multisensory, and sequential.

(D) Is implemented during regular school hours in addition to regular classroom reading instruction.

(v) Provides parents, legal guardians, or other providers of



1 care for the pupil with a "Read at Home" plan, including parent,
2 guardian, or care provider training workshops and regular home
3 reading.

4 (vi) Documents efforts by the pupil's school to engage the
5 pupil's parent or legal guardian and whether or not those efforts
6 were successful.

7 (vii) Documents any dissenting opinions expressed by school
8 personnel or a parent or legal guardian concerning the individual
9 reading improvement plan provided for the pupil under subsection
10 (2) (b) .

11 (b) For grade 3 pupils exhibiting a reading deficiency as
12 determined by the pupil's teacher through the diagnostic reading
13 assessment system selected by the school district or public school
14 academy under subsection (2) (a), a reading intervention program
15 intended to correct the identified area or areas of reading
16 deficiency and that includes all of the following features as
17 needed by the individual pupil:

18 (i) Is evidence-based and has proven results in accelerating
19 pupil reading achievement within the same school year.

20 (ii) Provides more dedicated time than the pupil's previous
21 school year in evidence-based reading instruction and intervention.

22 (iii) Provides daily targeted small group or 1-to-1 reading
23 intervention based on pupil needs as determined by assessment data,
24 including explicit and systematic instruction with more detailed
25 and varied explanations, more extensive opportunities for guided
26 practice, and more opportunities for error correction and feedback.

27 (iv) Provides administration of ongoing progress monitoring
28 assessments to frequently monitor pupil progress.

29 (v) Provides supplemental evidence-based reading intervention



1 delivered by a teacher, tutor, or volunteer with specialized
2 reading training that is provided before school, after school,
3 during school hours but outside of regular English language arts
4 classroom time, or any combination of these.

5 (vi) Provides parents, legal guardians, or other providers of
6 care for a pupil with a "Read at Home" plan, including parent,
7 guardian, or care provider training workshops and regular home
8 reading.

9 (vii) Documents efforts by the pupil's school to engage the
10 pupil's parent or legal guardian and whether or not those efforts
11 were successful.

12 (viii) Documents any dissenting opinions expressed by school
13 personnel or a parent or legal guardian concerning the individual
14 reading improvement plan provided for the pupil under subsection
15 (2) (b) .

16 (c) Subject to subsection (15), for pupils identified as
17 English language learners by the pupil's teacher or by the
18 diagnostic reading assessment selected by the school district or
19 public school academy under subsection (2) (a), intervention
20 services that include at least all of the following:

21 (i) Ongoing assessments that provide actionable data for
22 teachers to use in interventions.

23 (ii) Instruction in academic vocabulary.

24 (iii) Instruction in the 5 major reading components listed in
25 subdivision (a) (iv) (B) .

26 (iv) Common English language development strategies such as
27 modeling, guided practice, and comprehensive input.

28 (4) For all pupils exhibiting a reading deficiency as
29 determined by the pupil's teacher through the diagnostic reading



1 assessment system selected by the school district or public school
2 academy under subsection (2) (a), school districts and public school
3 academies are encouraged to offer summer reading camps staffed with
4 ~~highly~~-effective teachers of reading, as determined by the teacher
5 evaluation system under section 1249, providing reading
6 intervention services and supports to correct pupils' identified
7 areas of reading deficiency.

8 (5) Beginning with pupils enrolled in grade 3 during the 2019-
9 2020 school year, all of the following apply:

10 (a) Subject to subsection (6), the superintendent of the
11 school district or chief administrator of the public school academy
12 in which the pupil is enrolled shall ensure that a pupil whose
13 parent or legal guardian has been provided with the notification
14 under subdivision (d) is not enrolled in grade 4 until 1 of the
15 following occurs:

16 (i) The pupil achieves a reading score that is less than 1
17 grade level behind as determined by the department based on the
18 grade 3 state English language arts assessment.

19 (ii) The pupil demonstrates a grade 3 reading level through
20 performance on an alternative standardized reading assessment
21 approved by the superintendent of public instruction.

22 (iii) The pupil demonstrates a grade 3 reading level through a
23 pupil portfolio, as evidenced by demonstrating competency in all
24 grade 3 state English language arts standards through multiple work
25 samples.

26 (b) Subject to subsection (6), if a child younger than 10
27 years of age seeks to enroll for the first time in a school
28 district or public school academy in grade 4, the superintendent of
29 the school district or chief administrator of the public school



1 academy shall not allow the child to enroll in grade 4 unless 1 of
2 the following occurs:

3 (i) The child achieves a grade 3 reading score as determined by
4 the department based on the reading portion of the grade 3 state
5 English language arts assessment.

6 (ii) The child demonstrates a grade 3 reading level through
7 performance on an alternative standardized reading assessment
8 approved by the superintendent of public instruction.

9 (iii) The child demonstrates a grade 3 reading level through a
10 pupil portfolio, as evidenced by demonstrating competency in all
11 grade 3 state English language arts standards through multiple work
12 samples.

13 (c) Not later than May 23 of each year or not later than 14
14 days after the department finalizes the scoring for the grade 3
15 state assessments, whichever is earlier, the department shall
16 provide CEPI with the grade 3 state assessment scores for every
17 grade 3 pupil enrolled in a public school in this state who was
18 administered 1 or more of those assessments.

19 (d) Not later than June 1 of each year or not later than 14
20 days after CEPI receives the grade 3 state assessment results from
21 the department under subdivision (c), whichever is earlier, using
22 those state assessment results, CEPI shall identify each pupil
23 completing grade 3 that year who is subject to not being advanced
24 to grade 4 due to the operation of subdivision (a)(i) and who is not
25 eligible to enroll in grade 4 under subsection (6)(a), and shall
26 notify the parent or legal guardian and the school district or
27 public school academy of each of these pupils that the pupil is
28 subject to being retained in grade 3. A school district or public
29 school academy may also make its own notification to a parent or



guardian in addition to the notification by CEPI. The notification by CEPI to a parent or legal guardian ~~shall~~**must** be by certified mail. The notification by CEPI ~~shall~~**must** clearly state at least all of the following:

(i) That, based on standardized testing, this state has determined that the pupil may be required to be retained in grade 3 as provided under state law, with a reference to this section along with an explanation that even if the pupil is not eligible to enroll in grade 4 based on state assessments, the pupil may still be allowed to enroll in grade 4 if he or she demonstrates a grade 3 reading level through performance on an alternative standardized reading assessment or through a pupil portfolio.

(ii) That the parent or legal guardian has the right to request a good cause exemption under this section that, if granted, will allow the pupil to enroll in grade 4 in the next school year.

(iii) That the parent or legal guardian must request the good cause exemption within 30 days after the date of the notification by CEPI and must direct the request to the school district or public school academy in which the parent or legal guardian intends to enroll the pupil for grade 4.

(iv) That the parent or legal guardian has the right to request a meeting with school officials to discuss the retention requirement under state law and the standards and processes for a good cause exemption from that requirement.

(e) If a parent or legal guardian receives a notification from CEPI under subdivision (d), the parent or legal guardian may request a meeting with school officials to discuss the retention requirement under state law and the standards and processes for a good cause exemption from that requirement. If a parent or legal



1 guardian requests a meeting described in this subdivision, the
2 school official to whom the request is made shall ensure that an
3 appropriate school official is made available to the parent or
4 legal guardian for such a meeting.

5 (f) If a pupil is not enrolled in grade 4 at the beginning of
6 a school year due to the operation of this subsection, then before
7 placing the child in grade 4 during the school year, an appropriate
8 school official of the pupil's school district or public school
9 academy shall provide written notification to the pupil's parent or
10 legal guardian of the proposed placement.

11 (6) Subject to subsection (11), if a pupil or child
12 demonstrates both of the following, then subsection (5)(a) and (b)
13 do not apply and he or she may be enrolled in grade 4:

14 (a) That he or she is proficient in all subject areas assessed
15 on the grade 3 state assessment other than English language arts,
16 as evidenced by his or her scores on those assessments.

17 (b) That he or she is proficient in science and social studies
18 as shown through a pupil portfolio and as determined by the teacher
19 who provided the grade 3 instruction to the pupil in science or
20 social studies, as applicable.

21 (7) For a pupil who is not promoted to grade 4 or a child who
22 is not enrolled in grade 4 due to the operation of subsection (5),
23 and for a pupil or child described in subsection (6) or (11), the
24 school district or public school academy shall provide a reading
25 intervention program that is intended to correct the pupil's
26 specific reading deficiency, as identified by a valid and reliable
27 assessment. This program ~~shall~~**must** include effective instructional
28 strategies necessary to assist the pupil in becoming a successful
29 reader, and all of the following features, as appropriate for the



1 needs of the individual pupil:

2 (a) Assigning to a pupil 1 or more of the following:

3 (i) ~~A highly~~ **An** effective teacher of reading as determined by
4 the teacher evaluation system under section 1249.

5 (ii) The highest evaluated grade 3 teacher in the school as
6 determined by the teacher evaluation system under section 1249.

7 (iii) A reading specialist.

8 (b) Reading programs that are evidence-based and have proven
9 results in accelerating pupil reading achievement within the same
10 school year.

11 (c) Reading instruction and intervention for the majority of
12 pupil contact time each day that incorporates opportunities to
13 master the grade 4 state standards in other core academic areas, if
14 applicable.

15 (d) Daily targeted small group or 1-to-1 reading intervention
16 that is based on pupil needs, determined by assessment data, and on
17 identified reading deficiencies and that includes explicit and
18 systematic instruction with more detailed and varied explanations,
19 more extensive opportunities for guided practice, and more
20 opportunities for error correction and feedback.

21 (e) Administration of ongoing progress monitoring assessments
22 to frequently monitor pupil progress toward a growth target.

23 (f) Supplemental evidence-based reading intervention delivered
24 by a teacher or tutor with specialized reading training that is
25 provided before school, after school, during regular school hours
26 but outside of regular English language arts classroom time, or any
27 combination of these.

28 (g) Providing parents, legal guardians, or other providers of
29 care for the pupil with a "Read at Home" plan, including parent,



1 guardian, or care provider training workshops and regular home
2 reading.

3 (8) If the superintendent of the pupil's school district or
4 chief administrator of the pupil's public school academy, or his or
5 her designee, grants a good cause exemption from the requirements
6 of subsection (5)(a) for a pupil, then a pupil may be promoted to
7 grade 4 without meeting the requirements of subsection (5)(a). A
8 good cause exemption may be granted only according to the
9 procedures under subsection (10) and only for 1 of the following:

10 (a) The pupil is a student with an individualized education
11 program or with a section 504 plan and the pupil's individualized
12 education program team or section 504 coordinator, as applicable,
13 makes the decision to exempt the pupil from the requirements of
14 subsection (5)(a) based upon the team's or coordinator's knowledge
15 of the pupil.

16 (b) The pupil is a limited English proficient student who has
17 had less than 3 years of instruction in an English language learner
18 program.

19 (c) The pupil has received intensive reading intervention for
20 2 or more years but still demonstrates a reading deficiency and was
21 previously retained in kindergarten, grade 1, grade 2, or grade 3.

22 (d) The pupil has been continuously enrolled in his or her
23 current school district or public school academy for less than 2
24 years and there is evidence that the pupil was not provided with an
25 appropriate individual reading improvement plan under subsection
26 (2)(b) by the school district or public school academy in which the
27 pupil was previously enrolled.

28 (e) The pupil's parent or legal guardian has requested a good
29 cause exemption within the time period provided under subsection



1 (10)(d) and the superintendent or chief administrator, or his or
2 her designee, determines that the good cause exemption is in the
3 best interests of the pupil.

4 (9) Subject to subsection (14), if a pupil is promoted to
5 grade 4 due to a good cause exemption granted under subsection (8),
6 the pupil remains eligible for reading intervention services
7 designed to enable the pupil to achieve proficiency in reading. The
8 services for a pupil described in this subsection ~~shall~~**must** be
9 similar to those provided to pupils in grade 3 under this section.

10 (10) The superintendent of a school district or chief
11 administrator of a public school academy, or his or her designee,
12 shall grant a good cause exemption under subsection (8) only
13 through the following procedure:

14 (a) For a good cause exemption under subsection (8)(a) to (d),
15 at the request of the pupil's parent or legal guardian or upon the
16 teacher's own initiative, the pupil's grade 3 teacher submits to
17 the superintendent or chief administrator, or his or her designee,
18 a recommendation for a good cause exemption along with
19 documentation that indicates that a good cause exemption under
20 subsection (8)(a) to (d) applies to the pupil.

21 (b) For a pupil enrolled in a school operated by a school
22 district, the superintendent or his or her designee shall review
23 and discuss the recommendation with the pupil's grade 3 teacher
24 and, if the pupil has an individualized education program, with the
25 pupil's individualized education program team. After this
26 discussion, the superintendent or his or her designee shall make a
27 determination in writing of whether or not to grant the good cause
28 exemption for the pupil. The decision by the superintendent or his
29 or her designee is final.



1 (c) For a pupil enrolled in a public school academy, the chief
2 administrator of the public school academy, or his or her designee,
3 shall review and discuss the recommendation with the pupil's grade
4 3 teacher and, if the pupil has an individualized education
5 program, with the pupil's individualized education program team.
6 After this discussion, the chief administrator or his or her
7 designee shall make a determination in writing of whether or not to
8 grant the good cause exemption for the pupil. The decision by the
9 chief administrator or his or her designee is final.

10 (d) For a pupil for whom a request has been received from the
11 pupil's parent or legal guardian, as described in subsection
12 (8)(e), if the request is received within 30 days after the
13 notification by CEPI under subsection (5)(d), the superintendent of
14 the school district or chief administrator of the public school
15 academy, as applicable, or his or her designee, shall review the
16 request and any supporting information and shall consider whether
17 or not the good cause exemption is in the best interests of the
18 pupil. After this consideration, he or she shall make a
19 determination in writing of whether or not to grant the good cause
20 exemption. This determination ~~shall~~**must** be made and communicated
21 to the parent or legal guardian at least 30 days before the first
22 day of school for the school year. The decision of the
23 superintendent or chief administrator, or his or her designee, is
24 final.

25 (e) The superintendent of the pupil's school district or chief
26 administrator of the pupil's public school academy, or his or her
27 designee, shall notify the pupil's parent or legal guardian of the
28 determination and decision under subdivision (b), (c), or (d), as
29 applicable.



1 (11) For a pupil or child described in subsection (6) or a
2 pupil who has been granted a good cause exemption under subsection
3 (8), the school district or public school academy shall provide
4 intensive reading intervention, as described under subsection (7),
5 for the pupil until he or she no longer has a reading deficiency.

6 (12) A school district or public school academy shall not
7 require a pupil to repeat grade 3 more than once due to the
8 operation of this section.

9 (13) ~~Beginning June 4, 2019, if~~ **If** a school district or public
10 school academy cannot furnish the number of teachers needed to
11 satisfy 1 or more of the criteria set forth in this section for a
12 school year, then by the August 15 before the beginning of that
13 school year the school district or public school academy shall
14 develop a staffing plan for providing services under this section.
15 The school district or public school academy shall post the
16 staffing plan on its website for the applicable school year. The
17 staffing plan ~~shall~~ **must** include at least all of the following:

18 (a) A description of the criteria that will be used to assign
19 a pupil who has been identified as not proficient in English
20 language arts to a teacher.

21 (b) The credentials or training held by teachers currently
22 teaching at the school.

23 (c) How the school district or public school academy will meet
24 the requirements under this section.

25 (14) This section does not require or state an intention to
26 require a school district or public school academy to supplant
27 state funds with federal funds for implementing or supporting the
28 activities under this section and does not prohibit a school
29 district or public school academy from continuing to use federal



1 funds for any of the purposes or activities described in this
2 section.

3 (15) For pupils identified as English language learners by the
4 pupil's teacher or by the diagnostic reading assessment selected by
5 the school district or public school academy under subsection
6 (2)(a), if available staff resources allow, a school district or
7 public school academy is encouraged to provide the following
8 intervention services in addition to those required under
9 subsection (3)(c):

10 (a) Instruction in the pupil's native language, with
11 withdrawal of that instruction as appropriate as the pupil improves
12 his or her English language skills. A school district or public
13 school academy is encouraged to provide this support for at least
14 pupils whose native language is Spanish, Chinese, Hindi, Korean, or
15 Arabic.

16 (b) Opportunities for speech production.

17 (c) Common English language development strategies such as
18 modeling, guided practice, and comprehensive input.

19 (d) Feedback for the pupil, including explanations in his or
20 her native language.

21 (16) Beginning in 2020, not later than September 1 of each
22 year, a school district or public school academy shall submit a
23 retention report to ~~the center for educational performance and~~
24 ~~information-CEPI~~ in the form and manner prescribed by ~~the center-~~
25 **CEPI**. The retention report ~~shall~~ **must** contain at least all of the
26 following information for the most recent school year:

27 (a) The number of pupils retained in grade 3 due to the
28 operation of this section.

29 (b) The number of pupils promoted to grade 4 due to a good



1 cause exemption under subsection (8), disaggregated by each of the
 2 specific exemptions listed in that subsection.

3 (17) As used in this section:

4 (a) **"CEPI" means the center for educational performance and**
 5 **information created under section 94a of the state school aid act**
 6 **of 1979, MCL 388.1694a.**

7 (b) ~~(a)~~—"Evidence-based" means based in research and with
 8 proven efficacy.

9 (c) ~~(b)~~—"Individualized education program" means that term as
 10 described in R 340.1721e of the Michigan ~~administrative~~
 11 ~~code~~ **Administrative Code.**

12 (d) ~~(c)~~—"Kindergarten" includes a classroom for young 5-year-
 13 olds, commonly referred to as "young 5s" or "developmental
 14 kindergarten".

15 (e) ~~(d)~~—"Reading deficiency" means scoring below grade level
 16 or being determined to be at risk of reading failure based on a
 17 screening assessment, diagnostic assessment, standardized summative
 18 assessment, or progress monitoring.

19 (f) ~~(e)~~—"Reading leadership team" means a collaborative system
 20 led by a school building's principal or program director and
 21 consisting of a cross-section of faculty who are interested in
 22 working to improve literacy instruction across the curriculum.

23 (g) ~~(f)~~—"Section 504 plan" means a plan under section 504 of
 24 title V of the rehabilitation act of 1973, 29 USC 794.

25 Sec. 1531j. (1) Notwithstanding any other provision of this
 26 act or a rule to the contrary, ~~beginning July 1, 2018,~~ the
 27 superintendent of public instruction shall not issue an initial
 28 professional teaching certificate to an individual unless the
 29 individual presents evidence satisfactory to the superintendent of



1 public instruction demonstrating that he or she meets all of the
2 following:

3 (a) The individual has successfully completed at least 3 full
4 years of classroom teaching.

5 (b) The individual ~~meets either of the following:~~

6 ~~(i) Was **was** rated as either effective or highly effective on~~
7 ~~his or her annual **2 consecutive** year-end performance evaluation~~
8 ~~**evaluations** under section 1249 for the 3 consecutive school years~~
9 immediately preceding his or her application for the professional
10 teaching certificate.

11 ~~(ii) Was rated as either effective or highly effective on his~~
12 ~~or her annual year-end performance evaluation under section 1249~~
13 ~~for at least 3 nonconsecutive school years before his or her~~
14 ~~application for the professional teaching certificate and submits a~~
15 ~~recommendation from the chief school administrator of the school at~~
16 ~~which he or she is currently employed that he or she be issued a~~
17 ~~professional teaching certificate.~~

18 (2) Not later than January 1, 2019, the superintendent of
19 public instruction, in consultation with the department of ~~talent~~
20 ~~and economic development~~ **labor and economic opportunity** and groups
21 or individuals representing employers, economic development
22 agencies, trade unions, secondary school principals, middle and
23 elementary school principals, teachers, school district and
24 intermediate school district superintendents, and others as
25 determined appropriate by the department, shall promulgate rules to
26 allow an individual to use time spent engaging with local employers
27 or technical centers toward the renewal of a professional teaching
28 certificate in the same manner as state continuing education or
29 professional development.



1 Sec. 1531k. (1) ~~Beginning November 5, 2015, the~~ **The**
 2 superintendent of public instruction shall not issue an initial
 3 advanced professional education certificate to an individual, or
 4 renew an individual's advanced professional education certificate,
 5 unless the individual presents evidence satisfactory to the
 6 superintendent of public instruction demonstrating that he or she
 7 meets all of the following:

8 (a) Has been rated as ~~highly~~-effective on his or her ~~annual~~
 9 year-end evaluation under section 1249 for 3 out of the 5 most
 10 recent school years.

11 (b) Has not been rated ~~ineffective~~-**as needing support** on his
 12 or her ~~annual~~-year-end evaluation under section 1249 within the 5
 13 most recent school years.

14 (c) Meets additional criteria established by the department.

15 (2) Not later than January 1, 2019, the superintendent of
 16 public instruction, in consultation with the department of ~~talent~~
 17 ~~and economic development~~-**labor and economic opportunity** and groups
 18 or individuals representing employers, economic development
 19 agencies, trade unions, secondary school principals, middle and
 20 elementary school principals, teachers, school district and
 21 intermediate school district superintendents, and others as
 22 determined appropriate by the department, shall promulgate rules to
 23 allow an individual to use time spent engaging with local employers
 24 or technical centers toward the renewal of an advanced professional
 25 education certificate in the same manner as state continuing
 26 education or professional development.

27 Enacting section 1. This amendatory act does not take effect
 28 unless Senate Bill No.____ or House Bill No.____ (request no.
 29 05867'20 a) of the 100th Legislature is enacted into law.

