

**TEACHERS' TENURE (EXCERPT)**  
**Act 4 of 1937 (Ex. Sess.)**

**38.93 Teacher on continuing tenure; annual year-end performance evaluation; individualized development plan.**

Sec. 3. The controlling board of the school district employing a teacher on continuing tenure shall ensure that the teacher is provided with an annual year-end performance evaluation in accordance with section 1249 of the revised school code, 1976 PA 451, MCL 380.1249. If the teacher has received a rating of ineffective or minimally effective on an annual year-end performance evaluation, the school district shall provide the teacher with an individualized development plan developed by appropriate administrative personnel in consultation with the individual teacher. The individualized development plan shall require the teacher to make progress toward individual development goals within a specified time period, not to exceed 180 days. The annual year-end performance evaluation shall be based on multiple classroom observations conducted during the period covered by the evaluation and shall include, in addition to the factors required under section 1249 of the revised school code, 1976 PA 451, MCL 380.1249, at least an assessment of the teacher's progress in meeting the goals of his or her individualized development plan. The controlling board shall determine the format and number of the classroom observations in consultation with teachers and school administrators.

**History:** Add. 1993, Act 59, Imd. Eff. June 11, 1993;—Am. 2011, Act 101, Imd. Eff. July 19, 2011.

**Popular name:** Teachers' Tenure Act