

Legislative Analysis



AMEND EDUCATOR EFFECTIVENESS RATING NEEDED TO PROGRESS FROM PROBATIONARY PERIOD

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Senate Bill 744 (S-1) as reported from House committee

Sponsor: Sen. Kristen McDonald Rivet

House Committee: Education

Senate Committee: Education

Complete to 5-20-24

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

Senate Bill 744 would amend the teacher tenure act, 1937 (Ex Sess) PA 4, which regulates the granting of teacher tenure, including criteria for successfully completing a teacher's probationary period. The bill would change the performance evaluation ratings a probationary teacher must receive to successfully complete their five-year probationary period.

Currently, a teacher is assigned a rating of "highly effective," "effective," "minimally effective," or "ineffective," based on the outcome of their performance evaluation. Beginning July 1, 2024, the date 2023 PA 225 takes effect,¹ those labels will change to "effective," "developing," or "needing support."

The act now provides that, beginning July 1, 2024, a teacher must have been rated as "highly effective" (for ratings before July 1, 2024) or "effective" (for ratings after that date) on three consecutive year-end performance evaluations, and meet certain employment requirements, to successfully complete the probationary period.

The bill would allow a rating of "effective," in addition to "highly effective," for ratings issued before July 1, 2024, to count toward successful completion of probation. In addition, while the three required ratings would no longer have to be earned in consecutive years during the five-year probation period, the rating earned by the teacher in the final year would have to meet the applicable criteria.

MCL 38.83b

BRIEF DISCUSSION:

According to sponsor testimony, the intent of Senate Bill 744 is to correct an omission from 2023 PA 225, which revised the rating labels teachers receive during their year-end evaluation. Under current law, probationary teachers must receive three consecutive ratings of "highly effective" to successfully complete the probationary period. However, with "highly effective" no longer existing, this meant teachers who are currently in their probationary period needed to have an acceptable rating designated in statute to ensure that they could progress through probation successfully. While the previously earned highly effective would still count toward successful completion under the bill, it would no longer be possible to earn three of those ratings consecutively before the end of the five-year period.

¹ <https://www.legislature.mi.gov/documents/2023-2024/billanalysis/House/pdf/2023-HLA-0395-6D374AFF.pdf>

FISCAL IMPACT:

The bill would have no fiscal impact on the state or on local school districts, intermediate school districts (ISDs), or public school academies (PSAs).

POSITIONS:

The following entities indicated support for the bill (5-14-24):

- Michigan Education Association
- Michigan Association of Secondary School Principals
- Michigan Association of School Boards

The Michigan Association of Superintendents and Administrators indicated a neutral position on the bill. (5-14-24)

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