



2024-25 Summary of Michigan Educator Evaluation Updates

Introduction

For the 2024-25 school year and beyond, Michigan has enacted significant changes to teacher evaluation requirements through Public Acts [224](#) and [225](#) of 2023, impacting the evaluation process. Taking effect on July 1, 2024, these changes will influence how teachers are assessed, the frequency of evaluations, and the criteria for tenure and dismissal. School administrators must understand these changes to ensure compliance and support their teachers' professional growth and development. Additional information can be found on the [2024-25 Educator Evaluation Guidance](#) page of the Michigan Department of Education website.

Key Changes in Teacher Evaluation Criteria

Evaluation Rating Categories	
Before 2024-2025	2024-2025 Forward
Four levels: • Highly Effective, • Effective, • Minimally Effective, or • Ineffective	Three levels: • Effective, • Developing, or • Needing Support

Before and during the 2024-25 school year, teachers were rated as Highly Effective, Effective, Minimally Effective, or Ineffective. For 2024-25 and beyond, the new system reduces the number of categories and modifies them to Effective, Developing, or Needing Support.

Weighting of Student Growth & Assessment Data	
Before 2024-2025	2024-2025 Forward
Up to 40% of evaluation	20% of evaluation which includes:: • specific student learning objectives, OR • other locally agreed metrics



In previous school years, up to 40% of a teacher's evaluation was based on student growth and assessment data in previous school years. Beginning in the 2024-2025 school year, the weighting of student growth and assessment data will be reduced to 20%, with specific student learning objectives or other locally agreed metrics included in this data.

Key Changes in the Evaluation Process

Annual Evaluations	
Before 2024-2025	2024-2025 Forward
Required for all probationary teachers and teachers not rated effective in end-of-year evaluations.	No change for probationary teachers and teachers not rated effective in end-of-year evaluations. Completed biennially or triennially for all teachers with 3+ consecutive years of Effective ratings.

Annual year-end evaluations continue to be required for all probationary teachers and any teacher who is not rated as effective on their end-of-year evaluations.

- For a teacher who is not in a probationary period and is rated as highly effective or effective on their three most recent consecutive annual evaluations, the new legislation allows the school district, intermediate school district, or public school academy to conduct a year-end evaluation biennially (every two years) or triennially (every three years) instead of annually.
- If a teacher is not rated as effective on one of these biennial or triennial year-end evaluations, the teacher must again be provided with year-end evaluations.

Classroom Observations	
Before 2024-2025	2024-2025 Forward
At least two annual observations were required, with one being unscheduled.	At least two annual observations of at least 15 minutes each are required. One may be unscheduled. Observations must include a review of lesson plans, curriculum standards, and pupil engagement.



The new system continues to require at least two observations per year. For 2024-25, one may be unscheduled but it is not required to have any unscheduled observations. An additional requirement of the new legislation is that observations must include a review of lesson plans, state curriculum standards, and pupil engagement.

Midyear Progress Reports	
Before 2024-2025	2024-2025 Forward
Required for first-year probationary teachers and those rated Minimally Effective or Ineffective.	Required for first-year probationary teachers and those rated Minimally Effective, Ineffective, Developing, or Needing Support. Must include performance goals and a written improvement plan.

The new legislation extends midyear progress report requirements to include those teachers rated as Needing Support or Developing and adds the requirement for specific performance goals and a written improvement plan to be included.

Key Changes to Tenure and Dismissal Criteria

Probationary Period	
Before 2024-2025	2024-2025 Forward
Five years when rated Effective or Highly Effective for three or more consecutive years.	Four years when rated Effective for three or more consecutive years.
Dismissal	
Before 2024-2025	2024-2025 Forward
Teachers who are rated Ineffective or Needing Support for three consecutive years must be dismissed.	

The criteria for obtaining tenure have been updated to allow teachers rated Effective or Highly Effective for three consecutive years to complete tenure after four full school years, as compared to the previous requirement for teachers to complete at least five full school years to reach this milestone.

Dismissal is now due to three consecutive years of Needing Support ratings, rather than Ineffective ratings.



Additional Requirements

Training and Development

By September 1, 2024, all evaluators must complete rater reliability training, which includes clear evaluation criteria, expectations, and calibration exercises.

Individualized Development Plans

All school districts, intermediate school districts, and public school academies, collectively known as ISDs and LEAs, are required to develop an individualized development plan for any teacher in the first year of the probationary period (first full year of employment) or who received a rating of needing support or developing on the most recent annual year-end evaluation.

Public Posting of Evaluation System

ISDs and LEAs must post on their public website information about the evaluation tool(s) in use for the evaluation of teachers and administrators. "Postings and Assurances" should be made available under the transparency mitten section of the ISD's or LEA's website.

Additional information about each of these updated requirements can be found on the [Frequently Asked Questions \(FAQ\)](#) page of the Michigan Department of Education Educator Evaluation website.

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