



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

MEMORANDUM

DATE: May 13, 2020

TO: Local and Intermediate School District Superintendents
Public School Academy Directors

FROM: Venessa A. Keesler, Ph.D., Deputy Superintendent 
Division of Educator, Student, and School Supports

SUBJECT: Impact of COVID-19 School Closure on Educator Evaluation –
Memo #COVID-19-054

In support of educators and schools, the Michigan Department of Education (MDE) is providing guidance for implementation of the governor's Executive Order 2020-65 (E.O. 2020-65), issued April 30, 2020, which supersedes the governor's Executive Order 2020-35, issued April 2, 2020. Specifically, the department issues this guidance regarding the annual year-end evaluation for academic year 2019-20.

Section IV(8) of E.O. 2020-65 waives any requirement for performance evaluations of district administrators for the 2019-2020 school year. In addition, the same section waives the requirement for a vast majority of performance evaluations of teachers. That said, teachers on an individual development plan (IDP) as of March 13, 2020 must be evaluated. These teachers include those on probationary status, as well as tenured teachers who had an ineffective or minimally effective rating in 2018-19.

Section IV(10) requires the teacher's annual year-end performance evaluation to be:

- determined based on the teacher's performance at least through March 13, 2020, and
- consistent with MCL 380.1249 as affected by E.O. 2020-65 and other executive orders, and
- consistent with MCL 38.83a and 38.93 as affected by E.O. 2020-65 and other executive orders.

The teacher's annual year-end performance evaluation may account for the teacher's performance after March 13, 2020 through the end of the 2019-20 school year, including efforts made by the teacher to prepare and provide learning at a distance student instruction considering the COVID-19 pandemic and accompanying response efforts.

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Section IV(11) requires the district to give no consideration in an evaluation administered under Section IV(10) to criteria requiring data or other information unavailable because a school district, student, teacher, or administrator acts in conformance with this executive order or other orders or response efforts prompted by the COVID-19 state of emergency and/or state of disaster.

Section IV(12) allows a teacher rated as highly effective or effective in an evaluation administered during academic year 2019-20 under Section IV(10) or (11) to accrue time toward completing the probationary period under MCL 38.81 through 38.84.

Section IV(13) allows a teacher rated as highly effective or effective in an evaluation administered during academic year 2019-20 under Section IV(10) or (11) to maintain continuing tenure under MCL 38.91 through MCL 38.93.

Section IV(14) allows districts to extend IDP goal time periods, or waive goals, specified for a teacher on continuing tenure, as required by section MCL 38.93, based on criteria requiring data or other information unavailable because a school district, student, teacher, or administrator acts in conformance with this executive order or other orders or response efforts prompted by the COVID-19 state of emergency and/or state of disaster.

Section IV(15) provides clarity that districts may complete an annual year-end performance evaluation for the 2019–20 school year for any tenured teacher without an IDP and, in doing so, the district must comply with sections IV(10) and IV(11) of E.O. 2020-65.

VIII(9) permits MDE to renew or progress an educator’s certificate or permit between now and the end of the individual’s certificate or permit period, regardless of whether the individual has received an annual year-end evaluation for the 2019–20 school year.

Registry of Educational Personnel (REP) Reporting Requirements

The requirement to report an annual year-end evaluation in the End of Year 2020 Registry of Educational Personnel (REP) collection has been waived for some individuals. Please read this memo carefully to determine which individuals in your employ must be evaluated. If an individual must be evaluated under E.O. 2020-65, that evaluation must also be reported in Field 20: Educator Effectiveness in the End of Year REP collection. The Center for Educational Performance and Information (CEPI) will be providing greater details regarding the REP collection shortly.

If you have questions related to the effects of this order on teacher tenure, please contact MDE-AdminLaw@Michigan.gov.

If you have questions related to the effects of this order on the REP collection, please contact CEPI@Michigan.gov.

If you have questions related to the effects of this order on certification, please contact MDE-EducatorHelp@Michigan.gov.

cc: Michigan Education Alliance
Confederation of Michigan Tribal Education Directors