



TO: Rep. Amanda Price, Chairperson, House Education Committee  
FROM : K.P. Pelleran, State Director, Mission: Readiness  
DATE: June 4, 2015  
SUBJECT: SB – 103: Educator Performance Evaluation

Today's military may be high-tech, but the most powerful tool is still our people. Just as in the civilian workforce, the military increasingly needs better-educated young men and women to run modern systems. Business as usual is not an option unless we want to continue to put our national security at risk. It requires high student standards, and evaluations of educators and students to ensure alignment and that kids are meeting the standards.

We believe that teacher evaluation policy should include the following:

- Establishing a clear definition of effective teaching;
- Creating and providing a research based evaluation tool aligned with the definition of effective teaching, curriculum standards, and student growth to evaluate educator performance;
- Requiring that evaluation systems meet specific statewide minimum standards, though individual school districts would be allowed to go beyond the minimum to include even higher standards;
- After two years, include that teacher assessments shall be aligned with a statewide student growth model based on required student assessments aligned with core curriculum; and
- Developing an objective master teacher pathway that sets high standards for master teachers to achieve. This will truly distinguish and credential those teachers to serve as leaders in the field and as mentors for their colleagues.

Education is critical to ensuring that young people have career choices, including military service if they so choose. Yet, our military recruitment is challenged because potential recruits are not qualified academically, health-wise, or they have a criminal record.

In Michigan:

- 71 percent of young Michiganders are not able to join the military. Included in that are 25 percent who have not graduated on time, and 20 percent who have graduated but failed to pass the military's entrance exam;
- Nearly 44,000 adults are incarcerated – only four percent have a high school diploma or GED; and
- Research by the National Skills Coalition (2014, August) on the skills gap shows that middle skill jobs represent 54 percent of all Michigan jobs, but that only 49 percent of the workers in Michigan have the needed training to perform in these positions.

Let's give kids the best chance to meet the academic standards of today's armed services. Please consider strengthening SB 103.