



**Detroit Public Schools**  
**DIVISION OF HUMAN RESOURCES**

3011 W. Grand Blvd ☞ 10<sup>th</sup> Fl. Fisher Building ☞ Detroit, Michigan 48202  
Office: (313) 873-7100 Fax: (313) 748-6120

**FREQUENTLY ASKED QUESTIONS (FAQs)**

**Q1. What is the teacher Performance Evaluation System (“PES”)?**

- A. Michigan law requires school districts to implement a teacher Performance Evaluation System (PES) and evaluate teachers annually using the following five core elements: (1) Demonstrated Pedagogical Skills; (2) Student Growth as a Predominant Factor; (3) Classroom Management; (4) Relevant Special Training; and (5) Educator Responsibilities. In addition, school districts must assess the following in conjunction with the five core elements: (1) Attendance; (2) Discipline and; (3) Accomplishments and Contributions. At the end of the school year each teacher must receive a rating at one of the four performance levels: (1) Highly Effective; (2) Effective; (3) Minimally Effective; or (4) Ineffective.

**Q2. Is the Performance Evaluation Score for teachers subject to the grievance process of the DFT collective bargaining agreement?**

- A. No. Michigan law provides that decisions about the development, content, standards, procedures, adoption, and implementation of a public school employer's performance evaluation system or decisions concerning the content of a performance evaluation of a teacher is a prohibited subject of bargaining and not subject to the grievance process.<sup>1</sup>

**Q3. Will there be an appeals process this year to review my performance evaluation score?**

- A. If you have questions related to the final **performance** component score, please refer to your PD 360 profile.

If you have questions related to the **attendance** or **discipline** components of the performance evaluation score, please submit your questions by **October 31, 2013** to the following link: <https://survey.detroitk12.org/598767>

**Q4. How can I learn more about the teacher PES and the evaluation process?**

- A. Please confer with your principal or school director and go to [www.pd360.com](http://www.pd360.com) and watch the **PD360** video.

---

<sup>1</sup> MCL 423.215(3)(l).