

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD
AND
ASSOCIATION OF DEARBORN SCHOOLS ADMINISTRATORS'**

Administrator Evaluation

This letter of agreement executed by and between the Dearborn Board of Education (hereinafter referred to as the "Board"), and the Association of Dearborn School Administrators (hereinafter referred to as the ADSA), whereas the above mentioned parties agrees on the following:

Under MCL 380.1249 and MCL 380.1249b the amended Sections 1249 and 1249b require bargaining for the components listed below. The ADSA and District agree to the following:

Year-End Rating Changes

The year end ratings have changed from 4 ratings (Ineffective to Highly Effective) to 3 ratings (Needing Support, Developing, and Effective). The year-end summary rating form will automatically translate the Reeves Rubric as follows.

1. **Effective = Danielson Rubric Overall Rating of Highly Effective or Effective**
Developing = Danielson Rubric Overall Rating of Minimally Effective
Needing Support = Danielson Rubric Overall Rating of Ineffective

Frequency of Formal Evaluation

- ★ Both parties agree to **biennial** evaluations for administrators rated as highly effective or effective on the 3 most recent consecutive evaluations.. As required by law, an evaluation will be conducted annually for an administrator if the administrator is not rated as effective on 1 of the biennial evaluations or the administrator's evaluator changes. In 2024-25 all administrators evaluated by a principal and other administrators as identified by their Executive Director will be evaluated. Those not evaluated in 24-25 will be evaluated in 2025-26. If performance concerns are formally addressed and documented by administration and/or HR during an unevaluated window, the member will resume the annual evaluation schedule the following semester.

For the complete legislation revisions visit MASB.org

<https://www.masb.org/tools-and-templates/assessments-and-evaluations/superintendent-evaluation/fqs>

For the Board of the School District of
the City of Dearborn

For the Dearborn Schools Administrator's
Association



Glenn M. Maleyko, Ph.D.
Superintendent of Schools



Joshua Tynan,
ADSA President

Date 10-7-24

Date 10/7/24