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Senate Bill 744 (Substitute S-1 as reported)  
Sponsor: Senator Kristen McDonald Rivet  
Committee: Education

### **CONTENT**

The bill would amend certain provisions concerning teacher probationary periods under the teachers' tenure Act.

Generally, the Act prescribes a probationary period for the first five full years of a teacher's employment. To complete a probationary period, a teacher must receive a performance evaluation rating of effective or highly effective on the teacher's three most recent annual performance evaluations within this five-year period.

Beginning July 1, 2024, the Act allows a teacher to complete the teacher's probationary period within four years if the teacher receives the following ratings on three consecutive year-end performance evaluations:

- Before July 1, 2024, highly effective.
- After July 1, 2024, effective.<sup>1</sup>

The bill would amend these provisions to allow a teacher who received an *effective* rating before July 1, 2024, to count that rating towards the teacher's required three positive year-end performance evaluations. Additionally, the bill specifies that these ratings would not have to be consecutive and could include the most recent year-end performance evaluation.

### **BRIEF RATIONALE**

Public Acts 224 and 225 of 2023 modified the teacher and school administrator evaluation system. Among other changes, the Acts reduced the number of rating categories from four (highly effective, effective, minimally effective, and ineffective) to three (effective, developing, and needing support) beginning July 1, 2024. According to testimony before the Senate Committee on Education, the teachers' tenure Act was not amended to fully incorporate these changes. Accordingly, it has been suggested that the Act be amended.

MCL 38.83b

Legislative Analyst: Abby Schneider

### **FISCAL IMPACT**

The bill would have no fiscal impact on State or local government.

Date Completed: 3-19-24

Fiscal Analyst: Ryan Bergan; Cory Savino, PhD

<sup>1</sup> Before July 1, 2024, school districts, intermediate school districts, and public school academies must use the following categories to rate teacher performance: highly effective, effective, minimally effective, and ineffective. Public Act 224 of 2023 amended the teacher performance evaluation system to provide that, beginning July 1, 2024, teachers must be rated using the following categories: effective, developing, and needing support.