

HB 543 -- Professional Improvement Plans for Teachers and Principals

Sponsor: Fitzwater

This bill requires the Department of Elementary and Secondary Education to develop standards for professional improvement plans for teachers and principals by June 30, 2012. The standards will apply to all public schools, including charter schools. The plan is to assist a teacher in obtaining a satisfactory level of performance on performance-based evaluation standards. Criteria for the identification of evaluation standard that needs improvement include student progress towards increased achievement and elimination of achievement disparities; effective delivery of curriculum; engaging students in the learning environment; and reflective and positive collaborative practices. A teacher must select criteria that need improvement from the locally developed performance-based teacher evaluation required by Section 168.128, RSMo, and set obtainable goals based on SMART principles as specified in the bill. Procedures for achieving objectives include plans to expand the teacher's knowledge base, implementation of objectives, an analysis of the plan's impact on the teacher's performance and student success, and target dates. The types of data through which the accomplishment of objectives may be analyzed are specified in the bill.