

SECOND REGULAR SESSION

HOUSE BILL NO. 1366

96TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE FITZWATER.

4204L.011

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To repeal section 168.128, RSMo, and to enact in lieu thereof two new sections relating to teacher evaluation.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Section 168.128, RSMo, is repealed and two new sections enacted in lieu thereof, to be known as sections 168.128 and 168.310, to read as follows:

168.128. **1. As used in this section, the following terms shall mean:**

(1) "Teacher effectiveness", teacher effects on student learning, graduation rates, and student attitudes, behavior, motivation, and well-being;

(2) "Teacher performance", classroom activities, interaction between students and teachers, learning activities outside the classroom, and teacher activities in the school and the community;

(3) "Teacher quality", personal traits, skills, and understandings, including education, experience, credentials, content knowledge, pedagogical knowledge, and understanding of learners and their learning and development.

2. The board of education of each school district shall maintain records showing periods of service, dates of appointment, and other necessary information for the enforcement of sections 168.102 to 168.130. [In addition, the board of education of each school district shall cause a comprehensive, performance-based evaluation for each teacher employed by the district. Such evaluations shall be ongoing and of sufficient specificity and frequency to provide for demonstrated standards of competency and academic ability.]

3. The board of education of each school district and each charter school shall establish and maintain a high-quality, productive evaluation system for teachers and

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

18 **teaching. The evaluation system shall be established in collaboration with evaluators of**
19 **instruction and teachers in the district or charter school. The board of each district or**
20 **public charter school shall adopt and maintain a plan to commit sufficient resources to**
21 **properly implement the evaluations.**

22 **4. The evaluation system shall include formative performance reviews to provide**
23 **feedback to teachers focused on instructional improvement and shall include summative**
24 **evaluations. The system may include annual formative performance reviews for all**
25 **teachers and shall include annual summative evaluations for probationary teachers and**
26 **summative evaluations of all teachers no less often than once every three years.**

27 **5. The evaluation system shall evaluate teacher quality, teacher performance, and**
28 **teacher effectiveness and use multiple, valid, reliable, and objective measures that are well**
29 **understood by teachers and evaluators. The evaluation system shall place emphasis on**
30 **demonstrating achievement of the district's teaching standards as prescribed in section**
31 **160.045.**

32 **6. The board of education shall provide sufficient high-quality, ongoing training**
33 **for evaluators and routinely calibrate their efforts using independent evaluators to ensure**
34 **consistent application of criteria.**

35 **7. All evaluations shall be maintained in the teacher's personnel file at the office of the**
36 **board of education. A copy of each evaluation shall be provided to the teacher and appropriate**
37 **administrator. [The state department of elementary and secondary education shall provide**
38 **suggested procedures for such an evaluation.] A district shall be prohibited from disclosing**
39 **individual teacher and administrator evaluation information to any state or federal agency.**

168.310. 1. Each local school district and charter school shall develop guidelines
2 **for professional improvement plans for teachers and principals no later than June 30,**
3 **2013. The standards shall be applicable to all public schools including charter schools and**
4 **shall be developed to promote the ongoing development of knowledge and skills of teachers**
5 **and principals. In developing such guidelines, the districts and charter schools shall**
6 **involve teachers chosen by the district teaching staff, administrators, and others.**

7 **2. The purpose of the professional improvement plan is to assist the teacher in**
8 **obtaining a satisfactory level of performance on any criterion as identified in subdivision**
9 **(1) of subsection 3 of this section.**

10 **3. The process for development and implementation of improvement plans shall**
11 **include but not be limited to the following:**

12 **(1) Identification of the performance-based teacher evaluation standard that needs**
13 **improvement. Evaluation guidelines shall include but not be limited to the following**
14 **criteria:**

- 15 **(a) Students of the teacher demonstrate appropriate progress that results in**
16 **increased achievement;**
- 17 **(b) The teacher delivers the district curriculum utilizing effective instructional**
18 **strategies;**
- 19 **(c) The teacher creates an effective learning environment that results in student**
20 **engagement; and**
- 21 **(d) The teacher demonstrates reflective and positive collaborative practices**
22 **resulting in improved instructional practice and attainment of board of education goals;**
- 23 **(2) Selection of specific criteria that the teacher needs to improve. These criteria**
24 **shall be taken from the locally developed performance-based teacher evaluation required**
25 **under section 168.128;**
- 26 **(3) Clearly defined obtainable goals based on SMART principles:**
- 27 **(a) S -- specific, sustainable;**
- 28 **(b) M -- measurable, meaningful;**
- 29 **(c) A -- attainable, agreed upon;**
- 30 **(d) R -- results-oriented, realistic;**
- 31 **(e) T -- time-based, trackable;**
- 32 **(4) Clearly defined obtainable objectives and procedures for achieving the**
33 **objectives. The procedures for obtaining objectives shall include but not be limited to:**
- 34 **(a) A plan to expand the teacher's knowledge base;**
- 35 **(b) A plan for implementation;**
- 36 **(c) An analysis of the plan's impact on the teacher's performance and student**
37 **success; and**
- 38 **(d) Target dates.**

✓