

HB 1366 -- Teacher Evaluation

Sponsor: Fitzwater

This bill changes the laws regarding teacher evaluation. Each district school board and each charter school must establish and maintain a high-quality, productive evaluation system for teachers and teaching. The system must be established in collaboration with evaluators of instruction and teachers in the district or charter school. Each district or school must adopt and maintain a plan to commit sufficient resources to implement the evaluations properly. Probationary teachers must undergo an annual summative evaluation and all teachers must undergo a summative evaluation at least once every three years. The system must evaluate teacher quality, performance, and effectiveness and use multiple, valid, reliable, and objective measures that are well understood by teachers and evaluators. The system must place emphasis on demonstrating a teacher's achievement of the district's teaching standards. A school district must provide training for evaluators, must ensure the consistent application of the standards, and must not disclose individual evaluation information to any state or federal agency.

The Department of Elementary and Secondary Education must develop guidelines for professional improvement plans for teachers and principals by June 30, 2013. The standards will apply to all public schools, including charter schools. The purpose of the plan is to assist a teacher in obtaining a satisfactory level of performance on performance-based evaluation standards. Criteria for the identification of any evaluation standard that needs improvement include student progress toward increased achievement; effective delivery of curriculum; engaging students in an effective 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 must include a plan to expand the teacher's knowledge base, a plan for implementation, an analysis of the plan's impact on the teacher's performance and student success, and target dates.