

HOUSE SUBSTITUTE AMENDMENT NO. _____

for

HOUSE _____ AMENDMENT NO. _____

Offered By

1 AMEND House Committee Substitute for Senate Substitute for Senate Committee Substitute for
2 Senate Bill No. 125, Page 11, Section 160.420, Line 45, by inserting the word "academic"
3 immediately after the word "in" ; and
4

5 Further amend said bill, section, and page, Lines 46 and 47, by deleting the words "rigorous, valid,
6 and" and inserting in lieu thereof the following:
7 "applied consistently, reasonable," and
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9 Further amend said bill, section, and page, Line 47, by inserting immediately after the word "levels"
10 the following:

11 "and supplied to administrators in advance of their use in evaluations" ; and
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13 Further amend said bill, Pages 12 to 13, Section 160.420, Lines 54 to 91, by deleting said lines and
14 inserting in lieu thereof the following:

15 "(3) Each charter school shall develop an evaluation system centered on student
16 achievement, performance, and progress that conforms to the provisions of the charter school's
17 performance contract, its mission, and this subsection, and implement it no later than the 2014-2015
18 school year. The evaluation system shall include formative performance reviews to provide
19 feedback and summative evaluations, and the charter school shall use the evaluation results to
20 improve student achievement, performance, and progress.

21 (4) Administrators shall be evaluated no less than annually, using multiple measures.
22 Evaluation measures shall include the following elements:

23 (a) Student growth shall be measured through assessments in accordance with value-added
24 methods or models and shall reflect at least one year's worth of growth for a school year of
25 instruction, or that students otherwise achieved appropriate growth based on expectations derived
26 from at least two years of individual student achievement data;

27 (b) Multiple additional measures for administrators shall be correlated with impacts on
28 student achievement results for students in all subgroups and shall include the administrator's ability
29 to create an academic environment which fosters student growth; however, student growth on
30 assessments for building principals, and any vice principals or assistant principals as determined by
31 the charter school, shall count for at least thirty-three percent of the evaluation but not to exceed the
32 percentage allocated to student assessment on the annual report of the Missouri school improvement
33 program as applied to school districts, using value-added measures. Evaluations of administrators

Action Taken _____ Date _____

1 shall use confidential teacher surveys and include methods for input from parents and guardians;
 2 include the ability to attract, develop, and retain highly effective teachers; management of schools,
 3 including finances, space and legal compliance; and parental engagement in the school; and may
 4 include other measures aligned with student achievement.

5 (5) Each administrator shall be given one of four rating levels that are designated as "highly
 6 effective", "effective", "minimally effective", or "ineffective". Such rating levels shall be directly
 7 correlated to the summative evaluation results provided for in subdivision (3) of this subsection."
 8 and

10 Further amend said bill, Pages 20 to 21, Section 168.124, Lines 1 to 34, by deleting said section from
 11 the bill;

13 Further amend said bill, Pages 21 to 24, Section 168.128, Lines 8 to 125, by deleting all of said lines,
 14 and inserting in lieu thereof the following:

15 "2. All evaluations shall be maintained in the teacher's personnel file at the office of the" ;
 16 and

18 Further amend said bill and section, Page 25, Lines 129 to 143, by deleting all of said lines;

20 Further amend said bill and page, Section 168.221, Lines 4 and 5, by deleting all of said lines and
 21 inserting in lieu thereof the following:

22 "period any probationary teacher whose work is unsatisfactory shall"; and

24 Further amend said bill, page, and section, Lines 11 to 13, by deleting all of said lines and inserting
 25 in lieu thereof the following:

26 "the date on which the teacher entered the employ of the board of education. The"; and

28 Further amend said bill and section, Page 27, Line 57, by deleting the words "or incompetency," ;
 29 and

31 Further amend said bill, section, and page, Lines 68 to 80, by deleting all of said lines and inserting
 32 in lieu thereof the following:

33 "5. Whenever it is necessary to decrease the number of teachers because of insufficient"; and

35 Further amend said bill, page, and section, Lines 83 to 87, by deleting all of said lines and inserting
 36 in lieu thereof the following:

37 "number of teachers beginning with those serving probationary periods to be placed on leave
 38 of absence without pay, but only in the inverse order of their appointment."; and

40 Further amend said bill, page, and section, Line 90, by deleting the opening bracket "["; and

42 Further amend said bill, and section, Page 28, Line 91, by deleting the closing bracket "]" ; and

44 Further amend said bill, page, and section, Line 98, by inserting immediately after the word
 45 "schools." the following:

46 "No appointment of new teachers shall be made while there are available teachers on
 47 unrequested leave of absence who are properly qualified to fill such vacancies. Such leave of absence
 48 shall not impair the tenure of a teacher. The leave of absence shall continue for a period of not more

1 than three years unless extended by the board." ; and

2
3 Further amend said bill, page, and section, Line 99, by deleting the following: "] 8." ; and

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5 Further amend said bill, page, and section, Line 103, by deleting "[7.] 9." and inserting the
6 following: "7." ; and

7
8 Further amend said bill, page, and section, Line 105, by inserting after all of said line the following:

9 "8. The metropolitan school district shall establish and implement a local evaluation system
10 for administrators that conforms to the requirements of section 168.411." ; and

11
12 Further amend said bill, page, and section, Lines 106 to 113, by deleting all of said lines and
13 inserting the following:

14 "168.291. Whenever it is necessary to decrease the number of employees because of
15 insufficient funds or decrease in pupil enrollment or lack of work the board of education may cause
16 the necessary number of employees, beginning with those serving probationary periods, to be placed
17 on leave of absence without pay, but only in the inverse order of their appointment. Each employee
18 placed on leave of absence shall be reinstated in inverse order of his placement on leave of absence.
19 Such reemployment shall not result in a loss of status or credit for previous periods of service. No
20 new appointments shall be made while there are available employees on leave of absence [who have
21 not attained the age of seventy years] for not more than three years and who are adequately qualified
22 to fill the vacancy in the particular department unless the employees fail to advise the board within
23 thirty days from date of notification by the board that positions are available to them, that they will
24 return to employment, and will assume the duties of the position to which they are appointed not
25 later than the beginning of the month following the date of the notice by the board.

26 168.411. 1. Consistent with department of elementary and secondary education regulations,
27 each district shall fully implement an evaluation system for school administrators that conforms to
28 the provisions of this section, including using the evaluation results for personnel decisions in
29 advance of the next school year. Each district with such assistance as may be available from the
30 department shall develop an evaluation system that conforms to the provisions of this section and
31 implement it no later than the 2014-15 school year. The evaluation system shall include summative
32 evaluations.

33 2. Each local school district shall establish and implement a local evaluation system for
34 administrators centered on student achievement. Evaluations of all administrators shall be conducted
35 no less than annually based on the following parameters; however, if any of the parameters shall be
36 found by the department to be in conflict with the department's ability to comply with the conditions
37 set forth in the waiver from the federal Elementary and Secondary Education Act, those items shall
38 not be included:

39 (1) Each local district shall develop and implement an evaluation system for elementary and
40 secondary school administrators that uses multiple measures, centered on growth in student
41 achievement, consistent with this section and with implementing regulations issued by the
42 department of elementary and secondary education with input from the local districts;

43 (2) If a district fails to adopt an evaluation system consistent with the requirements and time
44 lines of this section, or at the election of the district, the district shall use the model evaluation
45 system developed by the department of elementary and secondary education under subsection 3 of
46 this section;

47 (3) If a district chooses to adopt an evaluation system which differs from the model
48 evaluation developed by the department under subsection 3 of this section, the local evaluation

1 system shall be developed and implemented in consultation with teachers and administrators and
 2 with parents of students;

3 (4) Administrators shall be evaluated no less than annually using multiple measures.
 4 Evaluation measures shall include the following elements:

5 (a) Student growth shall be measured through assessments in accordance with value-added
 6 methods or models developed by the department of elementary and secondary education, and shall
 7 reflect at least one year's worth of growth for a school year of instruction, or that students otherwise
 8 achieved appropriate growth based on expectations derived from at least two years of individual
 9 student achievement data;

10 (b) Multiple additional measures for administrators shall be correlated with impacts on
 11 student achievement results for students in all subgroups and shall include the administrator's ability
 12 to create an academic environment which fosters student growth; however, student growth on
 13 assessments for building principals, and any vice principals or assistant principals as determined by
 14 the district, shall count for at least thirty-three percent of the evaluation but not to exceed the
 15 percentage allocated to student assessment on the annual report of the Missouri school improvement
 16 program, using value-added measures. Confidential teacher surveys shall be included as a portion of
 17 the evaluation for administrators. In addition, evaluations of administrators shall include methods
 18 for input from parents and guardians; the ability to attract, develop, and retain highly effective
 19 teachers; management of schools, including finances, space and legal compliance; and parental
 20 engagement in the school; and may include other measures aligned with student achievement;

21 (5) Each administrator shall be given one of four rating levels that are designated as "highly
 22 effective", "effective", "minimally effective", or "ineffective", as further defined by the department
 23 of elementary and secondary education or the local school district. Such rating levels shall be
 24 directly correlated to the summative evaluation results provided for in subsection 2 of this section;

25 3. The department of elementary and secondary education shall:

26 (1) Promulgate rules and regulations governing the development and implementation of
 27 local evaluation systems under subsection 2 of this section. Such rules and regulations shall be
 28 designed to preserve autonomy and flexibility for districts to adopt their own policies and processes
 29 for the evaluation system and may include, but not be limited to:

30 (a) Standards for rating levels to be assigned to administrators, consistent with subsection 3
 31 of this section;

32 (b) Processes and requirements for value-added models to be used in measuring student
 33 achievement growth for purposes of administrator evaluation;

34 (2) Develop, implement, and publicly disseminate a statewide student growth model and a
 35 value-added model for determining student growth on assessments;

36 (3) Provide technical assistance to districts in developing and implementing a local
 37 evaluation system;

38 (4) Develop a model evaluation system that shall be used by districts that are not able to
 39 develop their own system or that elect to use the state model evaluation system; and

40 (5) Monitor local evaluation systems established under subsection 2 of this section to ensure
 41 that evaluation outcomes are consistent in the aggregate with student achievement results at the
 42 district and school levels; and that the evaluation systems meet the requirements of this section and
 43 implement rules and regulations issued by the department of elementary and secondary education;
 44 and direct any appropriate corrective actions.

45 4. As used in this section, the following terms shall mean:

46 (1) "Student growth", the change in academic achievement for an individual student between
 47 two or more points in time based on standards-based measures that are applied consistently,
 48 reasonable, comparable across classrooms of similar content and levels, and supplied to

1 administrators in advance of their use in evaluations;

2 (2) "Value-added model", a growth model used to isolate the effect of a teacher's impact on
3 student learning, controlling for preexisting characteristics of a student, including but not limited to,
4 where available, prior achievement data, and, where available and at the discretion of the school
5 district, a student's gifted status, section 504 status, attendance, disability status, eligibility for free or
6 reduced lunch, limited English proficiency, or prior discipline history." ; and

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8 Further amend said bill, Pages 28 and 29, Section 168.126, Lines 1 to 47, by deleting all of said
9 section from the bill; and

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11 Further amend said bill, Pages 29 and 30, Section 168.291, Lines 1 to 15, by deleting all of said
12 repealed section from the bill; and

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14 Further amend said bill, Page 30, Section 168.410, Lines 1 to 13, by deleting all of said section from
15 the bill; and

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17 Further amend said bill by amending the title, enacting clause, and intersectional references
18 accordingly.