

SECOND REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NOS. 2126 & 2197
103RD GENERAL ASSEMBLY

4312H.03C

JOSEPH ENGLER, Chief Clerk

AN ACT

To repeal section 168.410, RSMo, and to enact in lieu thereof two new sections relating to school building administrators.

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

Section A. Section 168.410, RSMo, is repealed and two new sections enacted in lieu thereof, to be known as sections 168.410 and 168.411, to read as follows:

168.410. **1. As used in this section and section 168.411, "building-level administrator" means a school official who supervises or evaluates other licensed staff. A building-level administrator may be a principal or an assistant principal.**

2. School administrators [and], school district superintendents, and building-level administrators shall be evaluated in the following manner:

(1) The board of education of each school district shall cause a comprehensive performance-based evaluation for each administrator employed by the district. Such evaluation shall be ongoing, **specific**, and of sufficient specificity and frequency to provide for demonstrated standards of competency and academic ability. **A building-level administrator shall be evaluated no less than once per contract year;**

(2) All evaluations shall be:

(a) Maintained in the respective administrator's personnel file at the office of the board of education of the school district. A copy of each evaluation shall be provided to the person being evaluated and to the appropriate administrator; **and**

(b) **Conducted using research-based evaluation tools that align with best practices;**

(3) **All evaluations may be based on multiple rating categories as determined by the governing board; 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.

19 [~~3~~] (4) The state department of elementary and secondary education shall provide
20 suggested procedures for the evaluations performed under this section.

**168.411. 1. As used in this section, "nonrenewal" or "nonrenewed" means, when
2 referring to a contract of a building-level administrator, such contract is not extended
3 beyond the current term provided for in such contract.**

4 **2. (1) Each school district employing a building-level administrator shall
5 provide written notification of contract renewal or nonrenewal no later than March first
6 in the year the contract expires.**

7 **(2) No building-level administrator's contract shall be renewed or nonrenewed
8 prior to such building-level administrator being evaluated as required under section
9 168.410.**

10 **(3) (a) A school district shall present a contract to each building-level
11 administrator whose contract has been renewed.**

12 **(b) The building-level administrator shall accept or reject such contract in
13 writing within fifteen business days after receiving the contract.**

14 **3. (1) Any building-level administrator shall have the right to request a written
15 statement of reasons for nonrenewal of such building-level administrator's contract
16 within ten business days after receiving such nonrenewal notice. The school district
17 shall provide the reasons for such nonrenewal in writing within ten business days of
18 receipt of the request.**

19 **(2) A building-level administrator who receives such nonrenewal notice has the
20 right to a closed-session hearing before the school board within ten business days of
21 receiving the notice.**

✓