



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2197		DATE: 4/8/2026	
COMMITTEE: Elementary and Secondary Education			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: ARNIE C. AC "HONEST-ABE" DIENOFF		PHONE NUMBER: 314-440-9000	
BUSINESS/ORGANIZATION NAME: STATE PUBLIC ADVOCACY		TITLE: STATE PUBLIC ADVOCATE	
ADDRESS: P.O. BOX #1535			
CITY: O' FALLON		STATE: MO	ZIP: 63366
EMAIL: ArnieDienoff@Mail.Com	ATTENDANCE: In-Person	SUBMIT DATE: 4/8/2026 11:55 PM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: DEBORAH J. HILL-HAAG		PHONE NUMBER: 660-269-2660	
BUSINESS/ORGANIZATION NAME: MISSOURI ASSOCIATION OF SECONDARY PRINCIPALS		TITLE: PRESIDENT	
ADDRESS: 207 PEACH WAY SUITE 106			
CITY: COLUMBIA		STATE: MO	ZIP: 65203
EMAIL:	ATTENDANCE:	SUBMIT DATE: 4/8/2026 12:00 AM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: DEVIN JOHNSON		PHONE NUMBER: 573-616-9551	
BUSINESS/ORGANIZATION NAME: MISSOURI ASSOCIATION OF SECONDARY SCHOOL PRINCIPALS		TITLE: PRINCIPAL	
ADDRESS: 818 OAKBROOK DR.			
CITY: OWENSVILLE		STATE: MO	ZIP: 65066
EMAIL:	ATTENDANCE:	SUBMIT DATE: 4/8/2026 12:00 AM	
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WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: MIKE HARRIS		PHONE NUMBER: 615-202-3579
REPRESENTING: MISSOURI STATE TEACHERS ASSOCIATION		TITLE:
ADDRESS: 407 S 6TH STREET		
CITY: COLUMBIA		STATE: MO
		ZIP: 65205
EMAIL: mharris@msta.org	ATTENDANCE: Written	SUBMIT DATE: 4/8/2026 12:00 PM
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: OTTO FAJEN		PHONE NUMBER: 573-634-3202	
REPRESENTING: MISSOURI NEA		TITLE: DIRECTOR OF LEGISLATIVE POLICY	
ADDRESS: 1810 E. ELM ST.			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL: otto.fajen@mnea.org	ATTENDANCE: In-Person	SUBMIT DATE: 4/8/2026 12:01 PM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SARAH BERRY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 4/8/2026 7:17 AM	
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This bill builds on the same framework as others addressing administrator evaluations and contracts, but it goes a step further in how performance is defined and enforced.

At its core, this bill requires that evaluations include student growth and assessment data as a factor in administrator performance ratings.

That is a significant shift.

Because now, employment outcomes are tied not just to leadership or management—but to student performance metrics that are influenced by a wide range of factors outside an administrator’s direct control.

Second, the bill maintains a structure where: evaluation systems are defined and applied locally, “cause” for nonrenewal is tied directly to those evaluations, and the same governing body both initiates and reviews the decision.

So again, the system operates as a closed loop: the district defines the metrics, the district determines whether those metrics are met, and the district reviews its own conclusions.

Adding student performance data into that system does not create objectivity—it introduces another layer of variability into a process that is still controlled internally.

Third, while the bill requires written cause and provides hearing rights, those protections remain within the same structure. There is no independent review built into the process.

So the practical effect is this: Employment decisions can be justified using performance metrics that are partially external, evaluated through systems that are internally controlled, and reviewed by the same authority that made the decision.

That is not a balanced system.

So I am placing this clearly on the record:

When subjective evaluation systems are combined with external performance metrics and enforced through internally controlled review processes, it creates a framework where outcomes can be shaped while maintaining the appearance of objectivity.

And when that structure appears repeatedly across related legislation— it reflects a broader pattern of consolidating decision-making authority while limiting independent checks on that authority.

Accountability in education matters.

But accountability systems must themselves be accountable.

This bill does not fully meet that standard.

For those reasons, I stand in opposition.



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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: PERRY GORRELL		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE: CHIEF OF GOVERNMENTAL RELATIONS	
ADDRESS: 205 JEFFERSON STREET			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 4/8/2026 12:00 AM	
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