

2018 Regular Session

HOUSE BILL NO. 672

BY REPRESENTATIVE NANCY LANDRY

TEACHERS/EVALUATION: Provides relative to the evaluation of teachers and administrators

1 AN ACT

2 To amend and reenact R.S. 17:3883(A)(6)(c) and (7) and 3902 and to repeal 17:3883(A)(8),
3 relative to the evaluation of teachers and administrators; to provide relative to the
4 powers and duties of the State Board of Elementary and Secondary Education with
5 respect to the evaluation of teachers and administrators; to provide relative to the
6 subcommittee of the state board's Accountability Commission convened to report on
7 and make recommendations regarding the evaluation program; and to provide for
8 related matters.

9 Be it enacted by the Legislature of Louisiana:

10 Section 1. R.S. 17:3883(A)(6)(c) and (7) and 3902 are hereby amended and reenacted
11 to read as follows:

12 §3883. State Board of Elementary and Secondary Education; powers and duties

13 A. The board shall:

14 * * *

15 (6)

16 * * *

17 (c) The members of the subcommittee shall serve without compensation.

18 ~~The initial meeting of the subcommittee shall be held not later than September 30,~~
19 ~~2014.~~

20 * * *

1 (7) ~~Submit a written report to the Senate Committee on Education and the~~
2 ~~House Committee on Education not later than sixty days prior to the 2011 and the~~
3 ~~2012 regular sessions of the legislature regarding the status of the development of~~
4 ~~the value-added assessment model as specified in R.S. 17:3902(B)(5) and the~~
5 ~~methodology used in such development. The committees may meet separately or~~
6 ~~jointly and may disapprove the assessment model so presented upon majority vote~~
7 ~~of each committee, if the committees determine that the methodology is arbitrary or~~
8 ~~not evidence-based.~~

9 (8) ~~Beginning in 2013 and thereafter, submit~~ Submit a written report to the
10 Senate Committee on Education and the House Committee on Education, not later
11 than March first of each year, and at such other times as requested by the
12 committees, regarding the implementation, results, and effectiveness of the value-
13 added assessment model as provided in this Part.

14 * * *

15 §3902. Evaluation program; process

16 A. Every teacher and administrator ~~who has been~~ employed by a local board
17 shall be formally evaluated annually by the local board pursuant to this Subpart.

18 B. The elements of evaluation and standards for effectiveness shall be
19 defined by the state board pursuant to rules and regulations promulgated for such
20 purpose. Such rules and regulations shall require that, at a minimum, local evaluation
21 plans contain the following elements:

22 (1) A job description. The local board shall establish a job description for
23 every category of teacher and administrator pursuant to its evaluation plan. ~~Such~~
24 The job descriptions shall contain the criteria on which the teacher or administrator
25 shall be evaluated. Each teacher or administrator shall be provided with his job
26 description prior to the beginning of his first employment in the school system in his
27 position and each time the job description is revised. The teacher or administrator
28 shall acknowledge receipt of the job description by signing a copy thereof.

1 (2) A professional growth plan. A professional growth plan shall be
2 developed by each teacher and administrator, collaboratively with his evaluator or
3 evaluators during the beginning of each evaluation period. Such plan shall be
4 designed to assist each teacher and administrator in meeting the standards for
5 effectiveness, effectively addressing the social, developmental, and emotional needs
6 of students, and maintaining a classroom environment that is conducive to learning.
7 Each ~~such~~ plan shall include a statement of the professional development objectives
8 of the teacher or administrator as well as the strategies the teacher or administrator
9 intends to employ toward the realization of each objective.

10 (3) Observation and conferencing. The evaluator or evaluators of each
11 teacher or administrator shall conduct a pre-observation conference during which the
12 teacher or administrator shall provide the evaluator or evaluators with relevant
13 information. A teacher shall provide information concerning the planning of the
14 lesson to be observed as well as any other information the teacher considers
15 pertinent. The observation shall occur at a time and place established in advance,
16 shall be of sufficient duration to provide meaningful data which, in the case of a
17 teacher, shall be not less than the duration of one complete lesson. In the case of a
18 teacher, the observation shall be conducted using the components of effective
19 teaching, as well as any additional local board criteria included in the job description.
20 In the case of an administrator, the observation may consist of the collection of
21 prescribed performance documentation and shall be conducted using applicable
22 components of effective teaching, elements prescribed by state board rule, and any
23 additional local board criteria included in the job description. A post-observation
24 conference shall be conducted to discuss commendation and recommendations.

25 (4) Classroom visitation. The evaluator may, on his own initiative or upon
26 the request of a teacher or administrator he has evaluated, periodically visit the
27 teacher or administrator to monitor progress toward achievement of professional
28 growth plan objectives and provide support or assistance.

1 (5) Measure of effectiveness. Fifty percent of such evaluations shall be based
2 on evidence of growth in student achievement as determined by the board. Data
3 derived from a value-added assessment model, as determined by the board, shall be
4 a factor in determining evidence of student growth for grade levels and subjects for
5 which value-added data ~~is~~ are available and shall comprise thirty-five percent of the
6 overall evaluation. For grade levels and subjects for which value-added data ~~is~~ are
7 not available and for personnel for whom value-added data ~~is~~ are not available, the
8 board shall establish measures of student growth. The model shall take into account
9 important student factors, including but not limited to special education, economic
10 disadvantage, attendance, and discipline. However, neither the value-added model
11 nor the measures of student growth for grade levels and subjects for which value-
12 added data are not available shall, in any given year, include a test score or data of
13 a student who has ten or more unexcused absences in any school semester in that
14 year. The board shall develop and adopt a policy to invalidate such student growth
15 data for any teacher for any school year in which there is a natural disaster or any
16 other unexpected event that results in the temporary closure of the school.

17 C.(1) At the conclusion of each year's evaluation, the evaluator or evaluators
18 shall determine whether the teacher or administrator is effective or ineffective
19 pursuant to the evaluation plan. Such determination shall be transmitted to the local
20 board.

21 (2)(a) Any teacher or administrator who fails to meet the standard of
22 performance with regard to effectiveness shall be placed in an intensive assistance
23 program designed to address the complexity of ~~the teacher's~~ his deficiencies and
24 shall be formally re-evaluated. A teacher or administrator shall be informed in
25 writing of placement in an intensive assistance program and provided in writing with
26 the reasons for such placement.

27 (b) Each intensive assistance program shall be designed for the individual
28 teacher or administrator involving the evaluator or evaluators and the teacher or
29 administrator and shall include at a minimum:

- 1 (i) Specific steps to be taken to improve.
- 2 (ii) The assistance, support, and resources to be provided by the local board.
- 3 (iii) An expected time line for achieving the objectives and the procedures
- 4 for monitoring progress including observations and conferences. The time line shall
- 5 not exceed two years.
- 6 (iv) The action to be taken if improvement is not demonstrated.
- 7 (v) If the intensive assistance program required pursuant to this Paragraph
- 8 is not completed in conformity with its provisions or if the teacher or administrator
- 9 is determined to be ineffective after a formal evaluation conducted immediately upon
- 10 completion of the program, then the local board shall timely initiate termination
- 11 proceedings pursuant to Part II of Chapter 2 of this Title.

12 (3) The state board shall determine a standard for highly effective teachers

13 for use by local boards to recognize, reward, and retain teachers who demonstrate a

14 high level of effectiveness.

15 D. Nothing contained in this Section shall diminish the right of the local

16 board to evaluate employees or to make employment decisions or the right of

17 principals and other employees with supervisory responsibilities to observe the

18 employees they supervise.

19 Section 2. R.S. 17:3883(A)(8) is hereby repealed in its entirety.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 672 Original

2018 Regular Session

Nancy Landry

Abstract: Provides relative to the evaluation of teachers and administrators.

Present law requires annual evaluations by local public school boards of all teachers and administrators in accordance with State Bd. of Elementary and Secondary Education (BESE) rules and regulations. Provides that the elements of evaluation and standards for effectiveness shall be defined by BESE. Provides that local evaluation plans include a job description, a professional growth plan, observation and conferencing, classroom visitation, and a measure of effectiveness. Proposed law retains present law.

Present law requires the BESE-established Accountability Commission to convene an advisory subcommittee to report on and make recommendations regarding the overall effectiveness of the evaluation program. Present law retains present law.

Present law:

- (1) Requires this subcommittee's initial meeting to have been held by Sept. 30, 2014.
- (2) Requires BESE to have submitted written reports to the House and Senate education committees prior to the 2011 and 2012 regular legislative sessions.

Proposed law removes these obsolete provisions and makes technical changes and otherwise retains present law.

(Amends R.S. 17:3883(A)(6)(c) and (7) and 3902; Repeals R.S. 17:3883(A)(8))