

Regular Session, 2014

HOUSE BILL NO. 995

BY REPRESENTATIVE ALFRED WILLIAMS

TEACHERS/EVALUATION: Provides relative to teacher evaluations

1 AN ACT

2 To amend and reenact R.S. 17:3883(A)(6) and to enact R.S. 17:3902.1, relative to  
3 elementary and secondary education; to provide relative to the evaluation of teachers  
4 and administrators; to require the appointment and convening of an advisory  
5 subcommittee to make specific recommendations relative to such evaluation; to  
6 provide a time line for the convening of the subcommittee and for the submission of  
7 recommendations; to provide relative to the membership of the subcommittee; to  
8 provide for effectiveness; and to provide for related matters.

9 Be it enacted by the Legislature of Louisiana:

10 Section 1. R.S. 17:3883(A)(6) is hereby amended and reenacted and R.S. 17:3902.1  
11 is hereby enacted to read as follows:

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

13 A. The board shall:

14 \* \* \*

15 (6)(a) Require the ~~state superintendent of education to appoint and convene~~  
16 ~~an Educator Evaluation Advisory Committee~~ Accountability Commission  
17 established by the board to convene an advisory subcommittee of the commission to  
18 report on and make recommendations to the board regarding the overall effectiveness  
19 of the evaluation program, including but not limited to any recommendations for  
20 changes to board policy or state law with respect to the development of a value-

1 added assessment model as determined by the board pursuant to R.S. 17:3902(B)(5),  
2 ~~the identification of~~ measures of student growth for grades and subjects for which  
3 value-added data ~~is~~ are not available and for personnel for whom value-added data  
4 ~~is~~ are not available as established by the board pursuant to R.S. 17:3902(B)(5), and  
5 ~~the adoption of~~ elements of evaluation and standards of ~~for~~ effectiveness as defined  
6 by the board pursuant to R.S. 17:3902(B)(introductory paragraph). ~~The membership~~  
7 ~~of the advisory committee shall be approved by the board, and at least fifty percent~~  
8 ~~of the membership shall be comprised of practicing classroom educators. The~~  
9 ~~advisory committee shall include but not be limited to at least two parents of public~~  
10 ~~school students and the following groups or organizations as follows: The~~  
11 subcommittee shall have the following members:

12 (i) One member of the House of Representatives appointed by the ~~Associated~~  
13 ~~Professional Educators~~ speaker of Louisiana the House of Representatives.

14 (ii) One member of the Senate appointed by the ~~Louisiana Association~~  
15 ~~president of Educators~~ the Senate.

16 (iii) ~~One member appointed by the Louisiana Federation of Teachers. At~~  
17 least six members who are public school teachers. The speaker of the House of  
18 Representatives and the president of the Senate shall each appoint three teachers and  
19 shall collaborate in making their appointments to ensure that the following  
20 requirements are met:

21 (aa) Two of the teachers shall teach students in grades three, four, or five;  
22 two shall teach students in grades six, seven, or eight; and two shall teach students  
23 in grades nine, ten, eleven, or twelve.

24 (bb) All of the teachers shall teach subjects for which value-added data are  
25 available.

26 (cc) One teacher shall be appointed from each congressional district of the  
27 state.

28 (iv) ~~One member appointed by the Louisiana Association of School~~  
29 ~~Superintendents. Each member of the Accountability Commission.~~

1           ~~(v) One member appointed by the Louisiana Association of Principals:~~

2           ~~(vi) One member appointed by the Louisiana Association of Public Charter~~  
3       ~~Schools:~~

4           ~~(vii) Two members of the Senate Committee on Education, appointed by the~~  
5       ~~chairman thereof.~~

6           ~~(viii) Two members of the House Committee on Education, appointed by the~~  
7       ~~chairman thereof.~~

8           ~~(ix) One member appointed by each member of the State Board of~~  
9       ~~Elementary and Secondary Education:~~

10           (b) The members of the ~~committee~~ subcommittee shall serve without  
11       compensation.

12           (c) The initial meeting of the ~~committee~~ subcommittee shall be held not later  
13       than September 30, ~~2010~~ 2014.

14           (d) The ~~committee~~ subcommittee shall submit its initial report and  
15       recommendations to the board and the Senate and House committees on education  
16       by not later than ~~April 30, 2012~~ sixty days prior to the beginning of the 2015 Regular  
17       Session of the Legislature of Louisiana and shall submit a subsequent report and  
18       further recommendations by not later than sixty days prior to the beginning of the  
19       2016 Regular Session of the Legislature of Louisiana.

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21       §3902.1. The Teacher Effectiveness and Measurement (TEAM) system;  
22           development; teacher education programs

23           A. Each school board may develop and implement the Teacher Effectiveness  
24       and Measurement (TEAM) system to support the effectiveness of teachers and  
25       administrators.

26           B. The TEAM system, at a minimum, shall require every teacher and  
27       administrator to:

28           (1) Apply the components of effective teaching as prescribed by the state  
29       board.

1           (2) Demonstrate knowledge of cognitive development stages appropriate for  
2           their grade and subject area.

3           (3) Engage in curriculum reading and interfacing specific content to student  
4           cognitive growth.

5           (4) Engage in ongoing training and practice in testing and measurement of  
6           student achievement.

7           (5) Demonstrate the ability to perform data analysis of norm-referenced and  
8           criterion-referenced tests.

9           C. The TEAM system shall require each school board to provide in-service  
10          training regarding team building, collaboration, fostering parent-teacher  
11          relationships, and laws governing teacher and administrator professional behavior.

12          D. Every teacher and administrator employed by a school board that has  
13          developed and implemented the TEAM system shall be provided with an electronic  
14          teacher portfolio to support and facilitate the evaluation process.

15          E. The TEAM system shall provide for peer assistance teams which support  
16          teachers and administrators in key professional areas, including but not limited to  
17          curriculum development, development of critical thinking skills, and effective  
18          student assessment.

19          Section 2. This Act shall become effective upon signature by the governor or, if not  
20 signed by the governor, upon expiration of the time for bills to become law without signature  
21 by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If  
22 vetoed by the governor and subsequently approved by the legislature, this Act shall become  
23 effective on the day following such approval.

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#### 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)]

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Alfred Williams

HB No. 995

**Abstract:** Requires the convening of an advisory subcommittee of the Accountability Commission to report on and make recommendations relative to the evaluation of teachers and administrators and authorizes school boards to develop and implement

the Teacher Effectiveness and Measurement (TEAM) system to support teacher and administrator effectiveness.

#### Advisory subcommittee

##### Convening

Present law requires the annual, formal evaluation of public school teachers and administrators through the professional employee evaluation program and requires the State Board of Elementary and Secondary Education (BESE) to require the state superintendent to appoint and convene an Educator Evaluation Advisory Committee (EEAC) for the purpose of making recommendations relative to such program.

Proposed law requires BESE to require the BESE-established Accountability Commission to convene an advisory subcommittee of the commission to report on and make recommendations relative to such program.

##### Recommendations and reports

Present law requires the EEAC to make recommendations to BESE and the House and Senate education committees by April 30, 2012, regarding the development of a value-added assessment model (commonly known as VAM), the identification of measures of student growth for grades and subjects for which value-added data are not available and for personnel for which value-added data are not available, and the adoption of standards of effectiveness.

Proposed law requires the Accountability Commission subcommittee to report on and make recommendations regarding the overall effectiveness of the evaluation program, including but not limited to any recommendations for changes to BESE policy or present law relative to VAM, student growth measures, elements of evaluation, and standards of effectiveness. Requires the subcommittee to hold its first meeting by Sept. 30, 2014, and to submit its initial report by not later than 60 days prior to the 2015 R.S. Requires a subsequent report by not later than 60 days prior to the 2016 R.S.

##### Membership

Present law requires the following membership for the EEAC: at least 50% practicing classroom educators; at least two parents of public school students; two members of each legislative education committee appointed by the respective chairmen; one member appointed by each BESE member; and one member appointed by the Associated Professional Educators of La., La. Assoc. of Educators, La. Federation of Teachers, La. Assoc. of School Superintendents, La. Assoc. of Principals, and La. Assoc. of Public Charter Schools.

Proposed law requires the Accountability Commission subcommittee to have the following members:

- (1) One member of the House of Representatives appointed by the House speaker.
- (2) One member of the Senate appointed by the Senate president.
- (3) At least six members who are public school teachers; requires the House speaker and Senate president to each appoint three teachers and collaborate to ensure that the following requirements are met:
  - (a) Two shall teach grades three, four, or five; two shall teach grades six, seven, or eight; and two shall teach grades nine, 10, 11, or 12.

- (b) All shall teach subjects for which value-added data are available.
  - (c) One shall be appointed from each congressional district of the state.
- (4) Each member of the Accountability Commission.

#### Compensation

Present law provides for the EEAC members to serve without compensation. Proposed law provides the same for the Accountability Commission subcommittee members.

#### Teacher Effectiveness and Measurement (TEAM) system

Proposed law authorizes school boards to develop and implement the Teacher Effectiveness and Measurement (TEAM) system to support teacher and administrator effectiveness. Further provides that the TEAM system, at a minimum, shall require teachers and administrators to apply the components of effective teaching as prescribed by BESE; demonstrate knowledge of cognitive development stages appropriate for their grade and subject area; engage in curriculum reading and interfacing specific content to student cognitive growth; engage in ongoing training and practice in testing and measurement of student achievement; demonstrate the ability to perform data analysis of norm-referenced and criterion-referenced tests.

Proposed law also provides the following:

- (1) The requirements that the TEAM system:
  - (a) Require each school board to provide in-service training regarding team building, collaboration, fostering parent-teacher relationships, and laws governing teacher and administrator professional behavior.
  - (b) Provide for peer assistance teams which support teachers and administrators in key professional areas, including curriculum development, development of critical thinking skills, and effective student assessment.
- (2) The requirement that teachers and administrators employed by a school board that has implemented the TEAM system be provided with an electronic teacher portfolio to support and facilitate the evaluation process.

Effective upon signature of governor or lapse of time for gubernatorial action.

(Amends R.S. 17:3883(A)(6); Adds R.S. 17:3902.1)

#### Summary of Amendments Adopted by House

Committee Amendments Proposed by House Committee on Education to the original bill.

1. Adds the requirement that BESE require the BESE-established Accountability Commission to convene an advisory subcommittee of the commission to report on and make recommendations relative to teacher and administrator evaluation.
2. Instead of requiring BESE to develop and implement the Teacher Effectiveness and Measurement (TEAM) system to be used by school boards to measure teacher and administrator effectiveness, authorizes school boards to develop and implement such system to support such effectiveness.
3. Deletes the following proposed law:

- (a) Requirement that the school and district accountability system be based on multiple indicators of student growth and achievement from multiple data sources as provided in the TEAM system instead of on a value-added assessment model.
- (b) Requirement that a second evaluation be performed within the next school year following a teacher's "ineffective" rating and provision that if the teacher receives a second "ineffective" rating, the local board is authorized rather than required to initiate termination proceedings.
- (c) Prohibition against the evaluation of teachers and administrators based primarily upon the results of a single test.