

HOUSE BILL 2487

By Coley

AN ACT to amend Tennessee Code Annotated, Title 49,
relative to teacher evaluations.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1.

(a) The state board of education shall develop and provide to public school teachers an evaluation instrument for use by them in assessing teacher evaluation processes developed under § 49-1-302(d).

(b)

(1) The evaluation instrument developed by the state board for the purpose stated in subsection (a) shall consist of two (2) parts.

(2) One part shall be a psychometric instrument, such as a Likert scale, that scales responses to survey questionnaires. The teachers shall respond to questions using a range from 1 to 5 with 1 being poor or greatest disagreement and 5 being excellent or greatest agreement. The questions to be answered shall survey teachers' reactions to the evaluation process under § 49-1-302(d) and its implementation. Questions concerning whether proper training was provided to teachers about the implementation of the evaluation process; the effect on morale of the evaluation process in teachers' schools; bias, if any, of evaluators; and whether the evaluation process was constructed too hastily shall be included in the questionnaire. The state board shall also include other questions that it finds appropriate for determining teachers' reactions to the evaluation process and its implementation. The questionnaire shall be constructed in a scientific, dispassionate manner that does not attempt to influence or alter the views of the respondents.

(3) The other part of the evaluation instrument shall be an unscored section for teachers' written comments.

SECTION 2. The state board shall develop the evaluation instrument so that it may be completed and submitted to the state board by teachers either online or by mail.

SECTION 3. Prior to transmittal of the evaluation instrument to teachers for completion, the state board of education shall present the instrument to the education committees of the house of representatives and the senate, professional employee organizations and other stakeholders for review and comment. The state board shall revise the instrument, as it finds necessary, after the conclusion of a comment period to be established by the state board.

SECTION 4. The evaluation instrument developed by the state board shall be disseminated to teachers so that they can complete the instrument by May 14, 2012.

SECTION 5. The state board shall analyze and score the completed evaluation instruments. The board shall transmit the results of the questionnaire to the LEAs for dissemination to all public school teachers preferably by the beginning of the 2012-2013 school year, but no later than October 1, 2012.

SECTION 6. The state board shall issue a report, by the beginning of the 2012-2013 school year, but no later than October 1, 2012, concerning its findings with regard to the teachers' written comments. The state board shall make the teachers' written comments available for inspection in a form that provides anonymity to the teachers making the comments.

SECTION 7. The board shall transmit a copy of the results and the report to each member of the general assembly or the board shall post the compilation on its web site and give notice of the posting to the general assembly.

SECTION 8. In addition to the data collected via the evaluation instrument to be developed under Section 1, public school principals shall determine and document the number of teacher retirements, dismissals, career changes and severe medical conditions that have

occurred in response to the implementation of the evaluation process required under § 49-1-302(d). The principals shall report their findings to the director of schools who shall report the findings for the LEA by June 15, 2012, to the department of education. The department shall compile the findings by category for each school, each LEA and the state. By the beginning of the 2012-2013 school year, but no later than October 1, 2012, the department shall transmit a copy of the compilation to each member of the general assembly or the department shall post the compilation on its web site and give notice of the posting to the general assembly.

SECTION 9. The department of education shall provide assistance to the state board of education, as requested, in order that the development and dissemination of the evaluation instrument under Section 1 may be completed timely. The department shall assist, as requested by the state board, in the scoring and compilation of the data collected from the teachers' responses.

SECTION 10. This act shall take effect upon becoming a law, the public welfare requiring it.