



General Assembly

Amendment

February Session, 2016

LCO No. 5491



Offered by:
SEN. LINARES, 33rd Dist.

To: Senate Bill No. 380

File No. 478

Cal. No. 313

"AN ACT CONCERNING THE EXCLUSION OF STUDENT PERFORMANCE RESULTS ON THE MASTERY EXAMINATION FROM TEACHER EVALUATIONS."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. Section 10-151b of the 2016 supplement to the general
4 statutes is repealed and the following is substituted in lieu thereof
5 (*Effective from passage*):

6 (a) The superintendent of each local or regional board of education
7 shall annually evaluate or cause to be evaluated each teacher, and for
8 the school year commencing July 1, 2013, and each school year
9 thereafter, such annual evaluations shall be the teacher evaluation and
10 support program adopted pursuant to subsection (b) of this section.
11 The superintendent may conduct additional formative evaluations
12 toward producing an annual summative evaluation. An evaluation
13 pursuant to this subsection shall include, but need not be limited to,
14 strengths, areas needing improvement, strategies for improvement and

15 multiple indicators of student academic growth. For any evaluation
16 conducted for the school year commencing July 1, 2016, and each
17 school year thereafter, such multiple indicators of student academic
18 growth shall include the use of student performance data on the state-
19 wide mastery examination pursuant to section 10-14n. Claims of
20 failure to follow the established procedures of such teacher evaluation
21 and support program shall be subject to the grievance procedure in
22 collective bargaining agreements negotiated subsequent to July 1, 2004.
23 In the event that a teacher does not receive a summative evaluation
24 during the school year, such teacher shall receive a "not rated"
25 designation for such school year. The superintendent shall report (1)
26 the status of teacher evaluations to the local or regional board of
27 education on or before June first of each year, and (2) the status of the
28 implementation of the teacher evaluation and support program,
29 including the frequency of evaluations, aggregate evaluation ratings,
30 the number of teachers who have not been evaluated and other
31 requirements as determined by the Department of Education, to the
32 Commissioner of Education on or before September fifteenth of each
33 year. For purposes of this section, the term "teacher" shall include each
34 professional employee of a board of education, below the rank of
35 superintendent, who holds a certificate or permit issued by the State
36 Board of Education.

37 (b) Except as provided in subsection (d) of this section, not later
38 than September 1, [2013] 2016, each local and regional board of
39 education shall adopt and implement a teacher evaluation and support
40 program that is consistent with the guidelines for a model teacher
41 evaluation and support program adopted by the State Board of
42 Education, pursuant to subsection (c) of this section. Such teacher
43 evaluation and support program shall be developed through mutual
44 agreement between the local or regional board of education and the
45 professional development and evaluation committee for the school
46 district, established pursuant to subsection (b) of section 10-220a. If a
47 local or regional board of education is unable to develop a teacher
48 evaluation and support program through mutual agreement with such

49 professional development and evaluation committee, then such board
50 of education and such professional development and evaluation
51 committee shall consider the model teacher evaluation and support
52 program adopted by the State Board of Education, pursuant to
53 subsection (c) of this section, and such board of education may adopt,
54 through mutual agreement with such professional development and
55 evaluation committee, such model teacher evaluation and support
56 program. If a local or regional board of education and the professional
57 development and evaluation committee are unable to mutually agree
58 on the adoption of such model teacher evaluation and support
59 program, then such board of education shall adopt and implement a
60 teacher evaluation and support program developed by such board of
61 education, provided such teacher evaluation and support program is
62 consistent with the guidelines adopted by the State Board of
63 Education, pursuant to subsection (c) of this section. Each local and
64 regional board of education may commence implementation of the
65 teacher evaluation and support program adopted pursuant to this
66 subsection in accordance with a teacher evaluation and support
67 program implementation plan adopted pursuant to subsection (d) of
68 this section.

69 (c) (1) On or before ~~[July 1, 2012]~~ August 15, 2016, the State Board of
70 Education shall adopt, in consultation with the Performance
71 Evaluation Advisory Council established pursuant to section 10-151d,
72 guidelines for a model teacher evaluation and support program. Such
73 guidelines shall include, but not be limited to, (A) the use of four
74 performance evaluations designators: Exemplary, proficient,
75 developing and below standard; (B) subject to the provisions of
76 subdivision (3) of this subsection, the use of multiple indicators of
77 student academic growth and development in teacher evaluations that
78 includes the use of student performance data on the state-wide
79 mastery examination pursuant to section 10-14n; (C) methods for
80 assessing student academic growth and development; (D) a
81 consideration of control factors tracked by the state-wide public school
82 information system, pursuant to subsection (c) of section 10-10a, that

83 may influence teacher performance ratings, including, but not limited
84 to, student characteristics, student attendance and student mobility; (E)
85 minimum requirements for teacher evaluation instruments and
86 procedures, including scoring systems to determine exemplary,
87 proficient, developing and below standard ratings; (F) the
88 development and implementation of periodic training programs
89 regarding the teacher evaluation and support program to be offered by
90 the local or regional board of education or regional educational service
91 center for the school district to teachers who are employed by such
92 local or regional board of education and whose performance is being
93 evaluated and to administrators who are employed by such local or
94 regional board of education and who are conducting performance
95 evaluations; (G) the provision of professional development services
96 based on the individual or group of individuals' needs that are
97 identified through the evaluation process; (H) the creation of
98 individual teacher improvement and remediation plans for teachers
99 whose performance is developing or below standard, designed in
100 consultation with such teacher and his or her exclusive bargaining
101 representative for certified teachers chosen pursuant to section 10-
102 153b, and that (i) identify resources, support and other strategies to be
103 provided by the local or regional board of education to address
104 documented deficiencies, (ii) indicate a timeline for implementing such
105 resources, support, and other strategies, in the course of the same
106 school year as the plan is issued, and (iii) include indicators of success
107 including a summative rating of proficient or better immediately at the
108 conclusion of the improvement and remediation plan; (I) opportunities
109 for career development and professional growth; and (J) a validation
110 procedure to audit evaluation ratings of exemplary or below standard
111 by the department or a third-party entity approved by the department.

112 (2) The State Board of Education shall, following the completion of
113 the teacher evaluation and support pilot program, pursuant to section
114 10-151f, and the submission of the study of such pilot program,
115 pursuant to section 10-151g, review and may revise, as necessary, the
116 guidelines for a model teacher evaluation and support program and

117 the model teacher evaluation and support program adopted under this
118 subsection.

119 (3) Not later than August 1, 2016, the State Board of Education shall
120 revise the guidelines for a model teacher evaluation and support
121 program and the model teacher evaluation and support program,
122 adopted under this subsection, to include the use of student
123 performance data on the state-wide mastery examination, pursuant to
124 section 10-14n. The state board, in consultation with the Performance
125 Evaluation Advisory Council, may reconsider how much weight shall
126 be given to multiple indicators of student academic growth and
127 development in teacher evaluations and revise, as necessary, such
128 guidelines for a model teacher evaluation and support program and
129 the model teacher evaluation and support program.

130 (d) A local or regional board of education may phase in full
131 implementation of the teacher evaluation and support program
132 adopted pursuant to subsection (b) of this section during the school
133 years commencing July 1, 2013, and July 1, 2014, pursuant to a teacher
134 evaluation and support program implementation plan adopted by the
135 State Board of Education, in consultation with the Performance
136 Evaluation Advisory Council, not later than July 1, 2013. The
137 Commissioner of Education may waive the provisions of subsection
138 (b) of this section and the implementation plan provisions of this
139 subsection for any local or regional board of education that has
140 expressed an intent, not later than July 1, 2013, to adopt a teacher
141 evaluation program for which such board requests a waiver in
142 accordance with this subsection."

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	10-151b