

SB 315 ANALYSIS

House Amendments #1 and #2

House Amendments Sponsor: Chapa La Via (D-Aurora)

The bill contains the Illinois State Board of Education's "Race to the Top" initiative regarding performance evaluations. It states that "effective teachers and school leaders are a critical factor contributing to student achievement" and that "many existing district performance evaluation systems fail to adequately distinguish between effective and ineffective teachers and principals". Specifically, the bill:

- prohibits school districts from seeking to waive or modify requirements regarding the use of student performance data as part of teacher or principal evaluations or the new rating system categories for teachers or principals (page 3)
- allows for other qualified individuals besides administrators to perform teacher evaluations, including peer evaluations by other teachers and evaluations by department chairs (page 9)
- requires evaluators to receive training on the evaluation of certified personnel prior to undertaking any evaluation and at least once during each certificate renewal cycle (page 11)
- requires that any evaluator undertaking an evaluation after Sep. 1, 2012 to first successfully complete a pre-qualification program provided or approved by the ISBE (page 11)
- requires that school districts, in good faith cooperation with its teachers/collective bargaining representative, incorporate the use of data and indicators on student growth as a significant factor in rating teaching performance and teacher evaluation plans (page 12). This requirement is phased in as follows (page 10):
 - at least 300 schools in the Chicago Public School system by Sep. 1, 2012 and the remaining Chicago schools by Sep. 1, 2013
 - for all schools that receive a "Race to the Top" grant (those that submitted the Memorandum of Understanding) or that receive a federal School Improvement Grant, by the date specified in the MOU (teachers and principals)
 - for the lowest performing 20% of school districts, by Sep. 1, 2015
 - for all other school districts by Sep. 1, 2016
- requires that a joint committee of equal representation of district personnel and teachers meet to agree on the incorporation of the use of data and student growth in teacher evaluation plans (page 13). If no agreement is reached within 180 days, the district shall implement the model evaluation plan that contains criteria set in the bill and in forthcoming rules and regulations developed by the ISBE
- requires that, by Sep. 1, 2012, all school districts shall evaluate all non-tenured teachers at least annually and evaluate tenured teachers at least once every two years (except that tenured teachers who have been rated as "needs improvement" or "unsatisfactory" must be evaluated at least once in the year following the receipt of such rating) (page 15)
- requires that, after Sep. 1, 2012, all tenured teachers be rated as "excellent", "proficient", "needs improvement", or "unsatisfactory" (page 17)
- requires that, within 30 days after the completion of a tenured teacher evaluation rating of "needs improvement", a professional development plan must be developed addressing the areas which need improvement (page 17)
- adds a provision in the School Code that states that disclosure of teacher, principal, and superintendent performance evaluations is prohibited (page 26)
- requires that principal evaluation plans for principals on a single-year contract must take place by March 1 (instead of Feb. 1) (page 26)
- requires that, by Sep. 1, 2012, principal evaluation ratings must be "excellent", "proficient", "needs improvement", or "unsatisfactory" (page 27)
- requires that, after Sep. 1, 2012, the use of data and student growth must be used as a significant factor in rating a principal (page 28)

- requires the ISBE to develop and implement a data collection and evaluation assessment and support system by Sep. 30, 2011 – if Illinois receives a “Race to the Top” grant; Sep. 1, 2012 if Illinois does not receive the grant (page 29)
- requires school districts to submit teacher and principal performance evaluation data and information to the ISBE (page 31)
- states that if the ISBE does not have the assessment and support systems in place in a timely manner, and if sustainable federal or state funding is not provided, all implementation dates are postponed (page 32)

This analysis was created by the Governmental Relations Department of the Illinois Association of School Boards.