

PROPOSED

HOUSE OF REPRESENTATIVES AMENDMENTS TO H.B. 2413

(Reference to printed bill)

1 Strike everything after the enacting clause and insert:

2 "Section 1. Section 15-920.01, Arizona Revised Statutes, is amended to
3 read:

4 15-920.01. Arizona performance based compensation system task
5 force; members; evaluation; reporting; definition

6 A. The Arizona performance based compensation system task force is
7 established within the state board of education. The task force shall
8 consist of the following members appointed by the state board of education:

9 1. Three certificated teachers who are currently teaching in this
10 state, one of whom provides academic instruction in grades one through eight,
11 one of whom provides academic instruction in grades nine through twelve and
12 one of whom teaches in a specialized area of instruction.

13 2. Three members who are certificated administrators or school
14 district governing board members.

15 3. Two members of the general public who do not hold an active
16 certificate issued by the state board of education and who are not employed
17 by any school district in this state.

18 4. Four members of the general public who are employed in the private
19 sector in capacities that involve or promote economic development.

20 ~~B. By February 2006, and each year thereafter, the superintendent of~~
21 ~~public instruction shall submit the data provided by school districts~~
22 ~~pursuant to section 15-977, subsection F to the Arizona performance based~~
23 ~~compensation system task force, which shall conduct an evaluation of~~
24 ~~performance based compensation systems in accordance with subsection C of~~
25 ~~this section.~~

26 ~~C. The Arizona performance based compensation system task force shall~~
27 ~~conduct annual evaluations of one quarter of the school districts'~~
28 ~~performance based compensation systems based on the data submitted to the~~

1 ~~task force by the superintendent of public instruction pursuant to subsection~~
2 ~~B of this section. The annual evaluation shall:~~

3 ~~1. Assess the relationship between components of individual school~~
4 ~~district performance based compensation systems and the improvement in:~~

5 ~~(a) Individual student progress and achievement.~~

6 ~~(b) Achievement of school district and school site goals.~~

7 ~~(c) Teacher professional development.~~

8 ~~(d) Teacher job satisfaction.~~

9 ~~(e) Parent rating of the quality of education at the school and~~
10 ~~district levels.~~

11 ~~2. Provide a report to the school districts evaluated each year~~
12 ~~assessing the effectiveness of each school district's performance based~~
13 ~~compensation system, including any recommendations for improvement. The~~
14 ~~report shall be delivered to the members of the school district governing~~
15 ~~board for consideration in a public meeting.~~

16 ~~D. The Arizona performance based compensation system task force shall~~
17 ~~annually submit a summary of its findings and conclusions to the speaker of~~
18 ~~the house of representatives and the president of the senate. A copy of the~~
19 ~~summary of findings and conclusions shall be provided to the chairperson of~~
20 ~~the house of representatives K-12 education committee, or its successor~~
21 ~~committee, and the chairperson of the senate K-12 education committee, or its~~
22 ~~successor committee.~~

23 ~~E. On or before June 30, 2010, the Arizona performance based~~
24 ~~compensation system task force shall:~~

25 ~~1. Provide recommendations to the state board of education on the~~
26 ~~implementation, operation and monitoring of performance based compensation~~
27 ~~systems and career ladder programs in the school districts of this state.~~

28 ~~2. Develop written recommendations based on the elements prescribed in~~
29 ~~section 15-977, subsection C. These written recommendations shall be~~
30 ~~submitted to the governor, the speaker of the house of representatives, the~~
31 ~~president of the senate and the state board of education. The Arizona~~
32 ~~performance based compensation system task force shall provide copies of the~~
33 ~~written recommendations to the secretary of state and the director of the~~
34 ~~Arizona state library, archives and public records.~~

35 **B. ON OR BEFORE DECEMBER 1, 2010, THE STATE BOARD OF EDUCATION, AFTER**
36 **CONSIDERING RECOMMENDATIONS FROM THE ARIZONA PERFORMANCE BASED COMPENSATION**
37 **SYSTEM TASK FORCE, SHALL PROVIDE A MODEL FRAMEWORK FOR ENSURING THAT THE**

1 INDIVIDUAL STUDENT PROGRESS AND ACHIEVEMENT COMPONENT OF THE TEACHER AND
2 PRINCIPAL EVALUATION USES QUANTITATIVE STUDENT ACHIEVEMENT AND PROGRESS DATA
3 AND THAT THIS COMPONENT COMPRISES AT LEAST FIFTY PER CENT OF THE TOTAL
4 EVALUATION. AT THE BEGINNING OF THE 2011-2012 SCHOOL YEAR, SCHOOL DISTRICTS
5 SHALL IMPLEMENT THIS MODEL FRAMEWORK FOR DESIGNING SCHOOL EVALUATIONS FOR
6 TEACHERS AND PRINCIPALS. AT THE BEGINNING OF THE 2012-2013 SCHOOL YEAR,
7 SCHOOL DISTRICTS SHALL USE THIS EVALUATION TO MAKE EMPLOYMENT AND
8 COMPENSATION DECISIONS. SCHOOLS THAT ARE CLASSIFIED AS EXCELLING SCHOOLS OR
9 HIGHLY PERFORMING SCHOOLS PURSUANT TO SECTION 15-241 MAY OPT OUT OF THE MODEL
10 FRAMEWORK PRESCRIBED IN THIS SUBSECTION, EXCEPT THAT THOSE SCHOOLS SHALL
11 REQUIRE THAT FIFTY PER CENT OF THE TOTAL EVALUATION BE BASED ON THE
12 QUANTITATIVE STUDENT ACHIEVEMENT AND PROGRESS DATA PRESCRIBED IN THIS
13 SUBSECTION. THIS SUBSECTION SHALL NOT BE APPLIED AFTER JUNE 30, 2020.

14 C. UNTIL JULY 1, 2020, THE INDIVIDUAL TEACHER AND PRINCIPAL EVALUATION
15 SHALL BE USED TO PLACE A TEACHER OR PRINCIPAL INTO ONE OF THE FOLLOWING FIVE
16 PERFORMANCE CLASSIFICATIONS:

- 17 1. HIGHLY EFFECTIVE.
- 18 2. EFFECTIVE.
- 19 3. MEETS EXPECTATIONS.
- 20 4. NEEDS IMPROVEMENT.
- 21 5. INEFFECTIVE.

22 D. UNTIL JULY 1, 2020, A TEACHER OR PRINCIPAL WHO IS CLASSIFIED AS
23 HIGHLY EFFECTIVE OR EFFECTIVE PURSUANT TO SUBSECTION G OF THIS SECTION IS
24 ELIGIBLE FOR INCENTIVES TO WORK AT SCHOOLS THAT ARE CLASSIFIED AS
25 UNDERPERFORMING SCHOOLS OR FAILING SCHOOLS PURSUANT TO SECTION 15-241.

26 E. NOTWITHSTANDING SECTION 15-539, A TEACHER WHO IS CLASSIFIED FOR TWO
27 CONSECUTIVE YEARS AS INEFFECTIVE PURSUANT TO SUBSECTION G OF THIS SECTION
28 SHALL NOT BE PERMITTED TO BE THE TEACHER OF RECORD ASSIGNED TO A CLASSROOM
29 UNTIL THAT TEACHER COMPLETES A PROFESSIONAL DEVELOPMENT PROGRAM APPROVED BY
30 THE STATE BOARD OF EDUCATION. THE STATE BOARD SHALL APPROVE MULTIPLE
31 PROFESSIONAL DEVELOPMENT PROGRAMS PURSUANT TO THIS SUBSECTION FOR USE BY
32 SCHOOL DISTRICTS. THIS SUBSECTION SHALL NOT BE APPLIED AFTER JUNE 30, 2020.

33 F. BEGINNING IN FEBRUARY 2013, THE ARIZONA PERFORMANCE BASED
34 COMPENSATION SYSTEM TASK FORCE SHALL CONDUCT ANNUAL EVALUATIONS OF TEN PER
35 CENT OF THE PERFORMANCE BASED COMPENSATION SYSTEMS USED IN SCHOOLS THAT ARE
36 CLASSIFIED AS UNDERPERFORMING SCHOOLS AND FAILING SCHOOLS PURSUANT TO SECTION
37 15-241. THE ANNUAL EVALUATION SHALL:

1 1. ASSESS THE RELATIONSHIP BETWEEN COMPONENTS OF INDIVIDUAL SCHOOL
2 DISTRICT PERFORMANCE BASED COMPENSATION SYSTEMS AND THE IMPROVEMENT IN:

- 3 (a) INDIVIDUAL STUDENT PROGRESS AND ACHIEVEMENT.
4 (b) ACHIEVEMENT OF SCHOOL DISTRICT AND SCHOOL SITE GOALS.
5 (c) TEACHER PROFESSIONAL DEVELOPMENT.

6 2. PROVIDE A REPORT TO THE SCHOOL DISTRICTS EVALUATED EACH YEAR
7 ASSESSING THE EFFECTIVENESS OF EACH SCHOOL DISTRICT'S PERFORMANCE BASED
8 COMPENSATION SYSTEM, INCLUDING ANY RECOMMENDATIONS FOR IMPROVEMENT. THE
9 REPORT SHALL INCLUDE AN ASSESSMENT OF THE EXTENT TO WHICH PROFESSIONAL
10 DEVELOPMENT PROVIDED TO TEACHERS AND PRINCIPALS IS RELEVANT TO THE OUTCOME OF
11 THE ANNUAL EVALUATION. THE REPORT SHALL BE DELIVERED TO THE MEMBERS OF THE
12 SCHOOL DISTRICT GOVERNING BOARD FOR CONSIDERATION IN A PUBLIC MEETING.

13 G. THE ARIZONA PERFORMANCE BASED COMPENSATION SYSTEM TASK FORCE SHALL
14 ANNUALLY SUBMIT TO THE STATE BOARD OF EDUCATION A SUMMARY OF ITS FINDINGS AND
15 CONCLUSIONS CONCERNING THE ANNUAL EVALUATION CONDUCTED PURSUANT TO SUBSECTION
16 F OF THIS SECTION.

17 H. FOR THE PURPOSES OF THIS SECTION, UNTIL JULY 1, 2020,
18 "COMPENSATION" MEANS ANY FUNDING SOURCE THAT IS LEGALLY AVAILABLE TO THE
19 SCHOOL DISTRICT GOVERNING BOARD TO PROVIDE TEACHERS OR PRINCIPALS WITH BASE
20 PAY OR PERFORMANCE PAY, OR BOTH."

21 Amend title to conform

RICH CRANDALL

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