

By: Villarreal

H.B. No. 3058

A BILL TO BE ENTITLED

AN ACT

relating to a program for developing alternative local models for the appraisal and professional development of public school teachers.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Chapter 21, Education Code, is amended by adding Subchapter H-1 to read as follows:

SUBCHAPTER H-1. LOCAL APPRAISAL AND PROFESSIONAL DEVELOPMENT

PROGRAM

Sec. 21.381. DEFINITION. In this subchapter, "program" means the local appraisal and professional development program.

Sec. 21.382. LOCAL APPRAISAL AND PROFESSIONAL DEVELOPMENT PROGRAM. (a) To promote the rapid development of models for improved approaches to teacher appraisal and professional development, the commissioner by rule shall establish a local appraisal and professional development program under which school districts receive program grants from the agency funded with agency money that may be used for the purpose, including any such appropriated money, to use in planning and conducting trials of models of teacher appraisal and professional development as an alternative to the recommended appraisal process under Section 21.351.

(b) In establishing the program, the commissioner, in consultation with the committee established under Subsection (c),

1 shall adopt program guidelines for a school district to follow in
2 developing a local plan in accordance with the criteria established
3 under Section 21.383.

4 (c) The commissioner shall appoint a committee of
5 interested persons, including classroom teachers with appropriate
6 experience, as determined by the commissioner, agency staff,
7 education policy makers, representatives of educator preparation
8 programs and educator associations, and educators with appropriate
9 experience, as determined by the commissioner, in teacher
10 development and evaluation, to assist the commissioner in
11 developing the program guidelines.

12 Sec. 21.383. LOCAL PLANS. (a) With respect to the content
13 of a local plan developed by a school district under this
14 subchapter, a local plan must define:

15 (1) professional standards of teaching practice,
16 including:

17 (A) planning and preparation;

18 (B) instruction;

19 (C) managing a classroom;

20 (D) communicating with families;

21 (E) collaborating with professional colleagues;

22 and

23 (F) other aspects of discharging professional
24 responsibilities;

25 (2) standards for assessing teaching practices using
26 multiple measures of teacher performance, including student
27 learning, with no single measure given predominant weight;

1 (3) standards for teaching and learning conditions,

2 including:

3 (A) preparation and collaboration time;

4 (B) facility and resource availability;

5 (C) teacher autonomy;

6 (D) school safety and discipline; and

7 (E) community support services availability for
8 students and families of students;

9 (4) standards for professional development support
10 systems that provide opportunities for teachers at all levels of
11 experience to continuously improve, including mentoring, coaching,
12 and other forms of peer support; and

13 (5) standards for implementing the local plan,
14 including:

15 (A) providing definitions of teacher
16 performance, including excellent, acceptable, and less than
17 competent performance;

18 (B) providing training requirements for
19 evaluators;

20 (C) providing opportunities for teacher
21 self-evaluation;

22 (D) providing prompt assessments based on
23 reliable measurements;

24 (E) providing frequent collaboration between
25 teacher and evaluator designed to enhance professional
26 improvement; and

27 (F) ensuring data integrity and transparency.

1 (b) For purposes of Subsection (a)(2), in using student
2 learning as one measure of teacher performance, student learning
3 must be measured using multiple, research-based measures, with no
4 single measure given predominant weight.

5 (c) With respect to the process for developing a local plan
6 under this subchapter, the school district must:

7 (1) develop the plan in consultation with interested
8 persons, including district classroom teachers who may be subject
9 to the plan's appraisal and professional development process,
10 students and parents of students in the district, community
11 representatives, and faculty members of local educator preparation
12 programs;

13 (2) establish teacher participation in and approval of
14 the development of the plan by documenting a vote of approval of at
15 least two-thirds of the classroom teachers at each campus that
16 intends to participate in the local plan; and

17 (3) provide notice to classroom teachers described by
18 Subdivision (2), before any vote under Subdivision (2), of specific
19 criteria and any performance measures, including formulas, on which
20 teacher appraisals will be based.

21 Sec. 21.384. APPROVAL; CONDITIONS. (a) A school district
22 shall submit the district's local plan to the agency for approval.
23 The plan must be submitted with documentation of teacher
24 involvement in development of the plan as described by Section
25 21.383(c).

26 (b) The agency may approve only local plans that meet
27 program guidelines adopted by the commissioner and that satisfy the

1 criteria established by Section 21.383.

2 (c) A school district whose local plan is approved by the
3 agency to receive a program grant under this subchapter may renew
4 the plan for not more than two consecutive years.

5 (d) As a condition of approval, the school district must
6 agree to evaluation of the district's local plan as provided by
7 Section 21.386.

8 Sec. 21.385. PRIVATE FUNDING. The commissioner may accept
9 gifts, grants, or donations to fund a grant administered under this
10 subchapter.

11 Sec. 21.386. EVALUATION OF PROGRAM. Using agency money
12 that may be used for the purpose, including any such appropriated
13 money, the agency shall contract with an impartial, independent
14 entity to conduct a comprehensive evaluation of the program. The
15 evaluation must include:

16 (1) a descriptive analysis of the development and
17 implementation of the program at participating campuses or school
18 districts, including detailed descriptions of the models used by
19 the campuses or districts for teacher appraisal and professional
20 development;

21 (2) detailed information regarding standards for
22 assessing teaching practices under the program, including measures
23 for teacher performance used by the campuses in assessing teaching
24 practices;

25 (3) a comprehensive, quantitative analysis of the
26 impact of the program at participating campuses or districts,
27 including the impact of the various models used by the campuses or

1 districts on key outcomes in the program; and

2 (4) a summary of the models used by participating
3 campuses or districts for teacher appraisal and professional
4 development and an assessment of whether those models are used
5 effectively by the participating campuses or districts.

6 Sec. 21.387. REPORT. Not later than December 1, 2016, the
7 agency shall prepare and deliver to each member of the legislature a
8 report describing the results of the program under this subchapter,
9 including the results of the evaluation conducted in accordance
10 with Section 21.386.

11 Sec. 21.388. RULES. The commissioner shall adopt rules as
12 necessary to administer this subchapter.

13 Sec. 21.389. EXPIRATION. This subchapter expires June 1,
14 2017.

15 SECTION 2. This Act takes effect immediately if it receives
16 a vote of two-thirds of all the members elected to each house, as
17 provided by Section 39, Article III, Texas Constitution. If this
18 Act does not receive the vote necessary for immediate effect, this
19 Act takes effect September 1, 2011.