

Amend CSHB 3 (senate committee printing) in added Section 21.754(a), Education Code, to read as follows:

Sec. 21.754. TEACHER DESIGNATION SYSTEMS. (a) A school district's or open-enrollment charter school's teacher designation system must incorporate:

(1) an educator appraisal system that complies with Section 21.351 or 21.352, including incorporating student performance, which may be measured by student performance over multiple school years. Student performance must constitute at least 35 percent of the total evaluation. State assessments for a teacher's students, if applicable, must at least constitute 25 percent but no more than 35 percent of a teacher's total student performance, with district assessments, including consideration of overall school performance, representing the balance. Student performance must include, as applicable:

(A) for teachers in state tested grade levels or content areas, the better of absolute student achievement or growth on quantitative assessments adopted by the state and by the district; and

(B) for teachers in non-tested grade levels or content areas, evidence of students reaching learning objectives through age appropriate evaluations or a portfolio of results of teacher developed curriculum;

(2) student perception surveys for the third grade level and higher;

(3) educator leadership, including collaborating with, mentoring, or supporting other teachers;

(4) reliable observation-based appraisal components, including the use of independent observers and processes to ensure inter-rater reliability of observers; and

(5) reliable underlying student assessments used to evaluate student performance, including test security protocols and defined testing windows.