

9336

I N A S S E M B L Y

February 19, 2016

Introduced by M. of A. BRENNAN -- read once and referred to the Committee on Education

AN ACT to amend the education law, in relation to annual teacher performance evaluations

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 Section 1. The education law is amended by adding a new section 3012-e
2 to read as follows:

3 S 3012-E. ANNUAL TEACHER PERFORMANCE EVALUATIONS. 1. NOTWITHSTANDING
4 ANY OTHER PROVISIONS OF LAW TO THE CONTRARY, COMMENCING WITH THE TWO
5 THOUSAND FIFTEEN--TWO THOUSAND SIXTEEN SCHOOL YEAR, THE ANNUAL TEACHER
6 EVALUATIONS IMPLEMENTED BY SCHOOL DISTRICTS AND BOARDS OF COOPERATIVE
7 EDUCATIONAL SERVICES SHALL BE CONDUCTED IN ACCORDANCE WITH THE
8 PROVISIONS OF THIS SECTION. SUCH ANNUAL EVALUATIONS SHALL BE A SIGNIF-
9 ICANT FACTOR IN TEACHER DEVELOPMENT, INCLUDING BUT NOT LIMITED TO COACH-
10 ING, INDUCTION SUPPORT, AND DIFFERENTIATED PROFESSIONAL DEVELOPMENT.

11 2. RATINGS. THE ANNUAL PROFESSIONAL PERFORMANCE REVIEWS CONDUCTED
12 PURSUANT TO THIS SECTION FOR CLASSROOM TEACHERS SHALL DIFFERENTIATE
13 TEACHER EFFECTIVENESS USING THE FOLLOWING QUALITY RATING CATEGORIES:
14 EXCEEDS TEACHING STANDARDS, MEETS TEACHING STANDARDS, DEVELOPING TOWARDS
15 TEACHING STANDARDS, AND DOES NOT MEET TEACHING STANDARDS.

16 3. EVALUATION COMPONENTS. (A)(1) COMMENCING WITH THE TWO THOUSAND
17 FIFTEEN--TWO THOUSAND SIXTEEN SCHOOL YEAR, FOR CLASSROOM TEACHERS, THE
18 ANNUAL EVALUATION SYSTEM SHALL CONSIST OF MULTIPLE MEASURES IN TWO CATE-
19 GORIES: STUDENT PERFORMANCE AND TEACHER OBSERVATION. SUCH MEASURES SHALL
20 BE SELECTED AND USED IN A MANNER DETERMINED LOCALLY THROUGH COLLECTIVE
21 BARGAINING PURSUANT TO ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW.

22 (2) NOTWITHSTANDING ANY PROVISIONS OF LAW TO THE CONTRARY, ANY GROWTH
23 SCORES BASED ON ASSESSMENTS, EXAMINATIONS OR TESTS CREATED, DESIGNED OR
24 ADMINISTERED BY THE STATE SHALL NOT BE USED IN THE EVALUATION OF CLASS-
25 ROOM TEACHERS UNDER THIS SECTION.

26 (B) THE STUDENT PERFORMANCE COMPONENT SHALL CONSIST OF ONE OR MORE OF
27 THE FOLLOWING TYPES OF LOCALLY SELECTED MEASURES OF STUDENT ACHIEVEMENT
28 OR GROWTH:

EXPLANATION--Matter in *ITALICS* (underscored) is new; matter in brackets
[] is old law to be omitted.

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1 (1) STUDENT ACHIEVEMENT OR GROWTH ON A LOCALLY DEVELOPED MEASURE
2 REFLECTING STUDENT GROWTH, INCLUDING BUT LIMITED TO A TEACHER-SPECIFIC
3 ACHIEVEMENT OR GROWTH SCORE COMPUTED IN A MANNER DETERMINED LOCALLY;

4 (2) STUDENT GROWTH OR ACHIEVEMENT COMPUTED IN A MANNER DETERMINED
5 LOCALLY BASED ON A DISTRICT, REGIONAL OR BOCES-DEVELOPED ASSESSMENT THAT
6 IS RIGOROUS AND COMPARABLE ACROSS CLASSROOMS;

7 (3) A SCHOOL-WIDE MEASURE OF EITHER STUDENT GROWTH OR ACHIEVEMENT
8 BASED ON A SCHOOL-WIDE MEASURE OF STUDENT GROWTH OR ACHIEVEMENT COMPUTED
9 IN A MANNER DETERMINED LOCALLY BASED ON A DISTRICT, REGIONAL OR BOARD OF
10 COOPERATIVE EDUCATIONAL SERVICES DEVELOPED ASSESSMENT THAT IS RIGOROUS
11 AND COMPARABLE ACROSS CLASSROOMS; OR

12 (4) A STRUCTURED DISTRICT-WIDE STUDENT GROWTH GOAL-SETTING PROCESS
13 DEVELOPED LOCALLY THAT IS RIGOROUS AND COMPARABLE ACROSS CLASSROOMS.

14 (C) THE TEACHER OBSERVATION COMPONENT, INCLUDING THE MEASURES USED,
15 HOW THEY ARE USED, AND HOW PERFORMANCE IS SCORED, SHALL BE LOCALLY
16 DEVELOPED THROUGH NEGOTIATIONS CONDUCTED PURSUANT TO ARTICLE FOURTEEN OF
17 THE CIVIL SERVICE LAW. THE MEASURES SELECTED FOR THIS COMPONENT MAY BE
18 DIFFERENTIATED WITHIN A SCHOOL DISTRICT ACCORDING TO THE NEEDS OF
19 PARTICULAR TEACHERS. THIS COMPONENT MAY INCLUDE, BUT IS NOT LIMITED TO
20 CLASSROOM OBSERVATIONS CONDUCTED BY A PRINCIPAL OR OTHER TRAINED ADMIN-
21 ISTRATOR, OR BY AN IMPARTIAL INDEPENDENT TRAINED EVALUATOR.

22 (D) SCHOOL DISTRICTS ARE AUTHORIZED TO COLLECTIVELY BARGAIN A DIFFER-
23 ENTIATED EVALUATION AND PROFESSIONAL DEVELOPMENT PROCESS BASED ON THE
24 ABILITIES AND NEEDS OF TEACHERS. THE ANNUAL DIFFERENTIATED PROCESS WOULD
25 ALLOW FLEXIBILITY IN THE FOCUS OF THE EVALUATION; THE FREQUENCY AND TYPE
26 OF MEASURES, INCLUDING OBSERVATION AND STUDENT/TEACHER ARTIFACTS AND
27 STUDENT SURVEYS; THE USE OF TRAINED ADMINISTRATORS AND PEER REVIEWERS;
28 THE PROFESSIONAL DEVELOPMENT FOR TARGETED TEACHER LEARNING AND GROWTH
29 (PERSONAL PROFESSIONAL DEVELOPMENT PLANS); AND THE CYCLE OF THE EVALU-
30 ATION PROCESS.

31 4. THE SPECIFIC MINIMUM AND MAXIMUM SCORING RANGES FOR EACH PERFORM-
32 ANCE LEVEL WITHIN A COMPONENT DESCRIBED IN THIS SECTION SHALL BE SET
33 BEFORE THE START OF EACH SCHOOL YEAR THROUGH COLLECTIVE BARGAINING.

34 5. THE COMMISSIONER SHALL ENSURE THAT THE PROCESS BY WHICH WEIGHTS AND
35 SCORING RANGES ARE ASSIGNED TO COMPONENTS AND SELECTED MEASURES ARE
36 TRANSPARENT AND AVAILABLE TO THOSE BEING RATED BEFORE THE BEGINNING OF
37 EACH SCHOOL YEAR. SUCH PROCESS MUST ENSURE THAT IT IS POSSIBLE FOR A
38 TEACHER OR PRINCIPAL TO OBTAIN ANY NUMBER OF POINTS IN THE APPLICABLE
39 SCORING RANGES, INCLUDING ZERO, IN EACH COMPONENT OR MEASURE.

40 6. NOTWITHSTANDING ANY OTHER LAW, RULE OR REGULATION TO THE CONTRARY,
41 UPON RATING A TEACHER, COMMENCING WITH ANNUAL PROFESSIONAL PERFORMANCE
42 REVIEWS CONDUCTED FOR THE TWO THOUSAND FIFTEEN--TWO THOUSAND SIXTEEN
43 SCHOOL YEAR, AS DEVELOPING TOWARDS TEACHING STANDARDS OR DOES NOT MEET
44 TEACHING STANDARDS, THROUGH AN ANNUAL PROFESSIONAL PERFORMANCE REVIEW
45 CONDUCTED PURSUANT TO THIS SECTION, THE SCHOOL DISTRICT OR BOARD OF
46 COOPERATIVE EDUCATIONAL SERVICES SHALL FORMULATE AND COMMENCE IMPLEMEN-
47 TATION OF A TEACHER IMPROVEMENT PLAN FOR SUCH TEACHER AS SOON AS PRACTI-
48 CABLE BUT IN NO CASE LATER THAN TEN SCHOOL DAYS AFTER THE OPENING OF
49 CLASSES FOR THE SCHOOL YEAR. SUCH IMPROVEMENT PLAN SHALL BE CONSISTENT
50 WITH THE REGULATIONS OF THE COMMISSIONER AND DEVELOPED LOCALLY THROUGH
51 NEGOTIATIONS CONDUCTED PURSUANT TO ARTICLE FOURTEEN OF THE CIVIL SERVICE
52 LAW. SUCH IMPROVEMENT PLAN SHALL INCLUDE, BUT NEED NOT BE LIMITED TO,
53 IDENTIFICATION OF NEEDED AREAS OF IMPROVEMENT, A TIMELINE FOR ACHIEVING
54 IMPROVEMENT, THE MANNER IN WHICH IMPROVEMENT WILL BE ASSESSED, AND,
55 WHERE APPROPRIATE, DIFFERENTIATED ACTIVITIES TO SUPPORT A TEACHER'S
56 IMPROVEMENT IN THOSE AREAS. THE SCHOOL DISTRICT SHALL BE REQUIRED TO

1 DEVELOP DISTRICT PROFESSIONAL DEVELOPMENT PLANS TO REFLECT THE DIFFEREN-
2 TIATED PROFESSIONAL LEARNING AND GROWTH NEEDS OF ALL TEACHERS BASED ON
3 THEIR INDIVIDUAL ANNUAL PROFESSIONAL PERFORMANCE REVIEW RESULTS.

4 7. NOTWITHSTANDING ANY OTHER PROVISION OF LAW, RULE OR REGULATION TO
5 THE CONTRARY, ALL COLLECTIVE BARGAINING AGREEMENTS ENTERED INTO AFTER
6 THE EFFECTIVE DATE OF THIS ACT SHALL BE CONSISTENT WITH THE REQUIREMENTS
7 OF THIS SECTION. NOTHING IN THIS SECTION SHALL BE CONSTRUED TO ABROGATE
8 ANY CONFLICTING PROVISIONS OF ANY COLLECTIVE BARGAINING AGREEMENT IN
9 EFFECT ON THE EFFECTIVE DATE OF THIS ACT DURING THE TERM OF SUCH AGREE-
10 MENT AND UNTIL THE ENTRY INTO A SUCCESSOR COLLECTIVE BARGAINING AGREE-
11 MENT, PROVIDED THAT NOTWITHSTANDING ANY OTHER PROVISION OF LAW TO THE
12 CONTRARY, UPON EXPIRATION OF SUCH TERM AND THE ENTRY INTO A SUCCESSOR
13 COLLECTIVE BARGAINING AGREEMENT, THE PROVISIONS OF THIS SECTION SHALL
14 APPLY.

15 S 2. This act shall take effect immediately.