Senate Bill 364

By: Senators Tippins of the 37th, Sims of the 12th, Wilkinson of the 50th, Shafer of the 48th, Cowsert of the 46th and others

AS PASSED

A BILL TO BE ENTITLED AN ACT

1 To amend Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to 2 elementary and secondary education, so as to revise provisions relating to annual teacher, 3 principal, and assistant principal evaluations; to revise provisions relating to student assessments; to provide for mastery in reading by the end of third grade and mastery in basic 4 5 math skills by the end of fifth grade; to provide for complaints on procedural deficiencies in 6 conducting evaluations; to provide for related matters; to repeal conflicting laws; and for 7 other purposes.

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BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

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SECTION 1.

10 Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to elementary and 11 secondary education, is amended by revising subsection (b) of Code Section 20-2-210,

12 relating to annual performance evaluations, as follows:

13 "(b)(1) No later than the 2014-2015 school year, each local school system and all charter 14 schools shall implement an evaluation system as adopted and defined by the State Board of Education for elementary and secondary school teachers of record, assistant principals, 15 16 and principals. The evaluation system shall be developed by the department in 17 consultation with stakeholders, such as teachers and principals. The evaluation system shall use multiple measures, prioritizing growth in student achievement as specified in 18 this subsection. For purposes of the evaluation system established pursuant to this 19 20 subsection, the state board shall define and designate teachers of record, assistant 21 principals, and principals; provided, however, that growth in student achievement shall 22 not include the test scores of any student who has not been in attendance for a specific course for at least 90 percent of the instructional days for such course. 23

24 (2) Teachers of record, assistant principals, and principals shall be evaluated using 25 multiple, rigorous, and transparent measures. Beginning with the 2014-2015 school year,

26 teachers of record, assistant principals, and principals shall be given written notice in 27 advance of the school year of the evaluation measures and any specific indicators that 28 will be used to evaluate them. Evaluation measures shall include the following elements: 29 (A) For teachers of record who teach courses that are subject to annual state assessments aligned with state standards and the principals and assistant principals of 30 31 elementary or secondary schools that are subject to such assessments, growth in student 32 achievement on such assessments shall count for at least 50 percent of the evaluation, using the student growth and academic achievement measures identified in the 33 34 evaluation system;

35 (B) For teachers of record who teach courses not subject to annual state assessments, growth in student achievement shall be assessed through measures of student 36 37 achievement growth developed at the school system level and approved by the 38 Department of Education. When sufficient data becomes available from the department 39 to calculate student achievement growth measures, such measures of student 40 achievement growth shall count for at least 50 percent of the evaluation, using student 41 growth and academic achievement measures developed by the school system in a 42 process approved by the State Board of Education;

- 43 (C) For teachers of record, the annual evaluation shall also include multiple additional
 44 measures that shall be correlated with impacts on student achievement results. These
 45 measures shall include multiple classroom observations each year by appropriately
 46 trained and credentialed evaluators, using clear, consistent observation rubrics, and
 47 supplemented by other measures aligned with student achievement, including student
 48 perception data and documentation of practice; and
- 49 (D) For assistant principals and principals, the annual evaluation shall also include 50 multiple additional measures that shall be aligned with impacts on student achievement 51 results. These measures shall include multiple school observations each year by appropriately trained and credentialed evaluators. When sufficient data becomes 52 53 available from the department to calculate performance measures, these measures shall 54 also include the principal's ability to attract and retain highly effective teachers, effectively manage the school, and establish a positive climate for learning, and other 55 measures aligned with student achievement for students in all subgroups. Reserved. 56
- 57 (3) Teachers of record, assistant principals, and principals shall be evaluated using
 58 multiple, rigorous, and transparent measures. Teachers of record, assistant principals, and
 59 principals shall be given written notice in advance of the school year of the evaluation
 60 measures and any specific indicators that will be used to evaluate them. Beginning with
 61 the 2016-2017 school year, evaluation measures shall include the following elements:

62	(A) For teachers of record who teach courses that are subject to annual state
63	assessments aligned with state standards, the evaluation shall be composed of the
64	following:
65	(i) Student growth, based on student scores on the annual state assessment, shall
66	count for 30 percent of the evaluation;
67	(ii) Professional growth shall count for 20 percent of the evaluation. Professional
68	growth shall be measured by progress toward or attainment of professional growth
69	goals within an academic school year or across academic school years. Professional
70	growth goals may include measurements based on multiple student growth indicators.
71	evaluations and observations, standards of practice, and any additional professional
72	growth measures allowed by the local school system's or charter school's flexibility
73	contract or other agreement with the State Board of Education for local school
74	systems that are not under a flexibility contract; and
75	(iii) Teacher evaluations and observations conducted pursuant to paragraph (5) of this
76	subsection shall count for 50 percent of the evaluation.
77	(B) For teachers of record who teach courses that are not subject to annual state
78	assessments aligned with state standards, the evaluation shall be composed of the
79	following:
80	(i) Student growth shall count for 30 percent of the evaluation. Student growth shall
81	include at least one student growth measure and may utilize other student growth
82	indicators, including the school or local school system total score on the annual state
83	assessments, as allowed by the local school system's or charter school's flexibility
84	contract or other agreement with the State Board of Education for local school
85	systems that are not under a flexibility contract for at least one classroom for each
86	teacher of record who teaches courses that are not subject to annual state assessments
87	aligned with state standards. This provision shall not be construed to require the
88	measurement of student growth for every student taking courses that are not subject
89	to annual state assessments aligned with state standards;
90	(ii) Professional growth shall count for 20 percent of the evaluation. Professional
91	growth shall be measured by progress toward or attainment of professional growth
92	goals within an academic school year or across academic school years. Professional
93	growth goals may include measurements based on multiple student growth indicators,
94	evaluations and observations, standards of practice, and any additional professional
95	growth measures allowed by the local school system's or charter school's flexibility
96	contract or other agreement with the State Board of Education for local school
97	systems that are not under a flexibility contract; and

- 98 (iii) Teacher evaluations and observations conducted pursuant to paragraph (5) of this
 99 subsection shall count for 50 percent of the evaluation.
 100 (C) For principals and assistant principals, the evaluation shall be composed of the
 101 following:
 102 (i) Student growth, based on the school score on annual state assessments, shall count
- 103 <u>for 40 percent of the evaluation;</u>
- 104 (ii) School climate shall count for 10 percent of the evaluation;
- 105 (iii) A combination of achievement gap closure, Beat the Odds, and College and
- 106 <u>Career Readiness Performance Index data, as allowed by the flexibility contract or</u>
- 107other agreement with the State Board of Education for local school systems that are108not under a flexibility contract, shall count for 20 percent of the evaluation; and
- 109 (iv) The results of evaluations, observations, and standards of practice shall count for
 110 <u>30 percent of the evaluation.</u>
- (3)(4) The evaluation system adopted by the State Board of Education shall give every 111 112 teacher of record, assistant principal, and principal one of four rating levels that are designated as 'Exemplary,' 'Proficient,' 'Needs Development,' or 'Ineffective,' as further 113 114 defined by the State Board of Education. A rating of 'Ineffective' shall constitute 115 evidence of incompetency as provided by paragraph (1) of subsection (a) of Code Section 20-2-940. Each teacher of record, assistant principal, and principal shall be evaluated on 116 117 his or her own individual merits and neither the State Board of Education, a local school 118 system, nor a charter school shall impose or require any quota system or predetermined 119 distribution of ratings for teachers of record, assistant principals, or principals.
- 120 All teachers of record, assistant principals, and principals shall have a (4)(5) 121 pre-evaluation conference, midyear evaluation conference, and a summative evaluation 122 conference, in accordance with state board rules. All teachers of record, assistant 123 principals, and principals shall be notified of and have access to the results of the annual summative performance evaluation and any formative observations conducted throughout 124 125 the school year pursuant to this subsection within five ten working days of such evaluation or observations. A teacher of record, assistant principal, or principal, or an 126 127 evaluator of any such individuals, may request a conference within ten working days of 128 notice of results of a formative observation and such conference shall be provided within 129 ten working days of the request. Conferences shall include the individual being 130 evaluated, his or her supervisor, and the evaluator, unless otherwise agreed upon. For 131 teachers of record, the annual evaluation shall include multiple classroom observations conducted each year by appropriately trained and credentialed evaluators, using clear, 132 consistent observation rubrics, and supplemented by other measures aligned with student 133 134 achievement and professional growth. A local school system or charter school may

- 135 include in its flexibility contract, or other agreement with the State Board of Education for local school systems that are not under a flexibility contract, a provision for a tiered 136 evaluation system, in which reduced observations of certain teachers of record may be 137 138 conducted to provide additional time for evaluators to coach and mentor new teachers and teachers with a performance rating of 'Needs Development' or 'Ineffective' pursuant to 139 140 paragraph (4) of this subsection on a pathway of continuous improvement. For the 141 evaluation of teachers of record with a minimum of three years' teaching experience and a performance rating of 'Proficient' or 'Exemplary' pursuant to paragraph (4) of this 142 143 subsection in the previous school year, the local school system or charter school, in its 144 discretion, shall require no less than two classroom observations and one summative 145 evaluation for the school year. 146 (5)(6) In order to ensure proper implementation of the evaluation system developed 147 pursuant to this Code section, the Department of Education shall: 148 (A) Establish processes and requirements to determine the teacher of record for 149 purposes of assigning student achievement scores to a teacher in evaluating the 150 teacher's performance; (B) Establish processes for roster verification and student teacher linkages in order to 151 152 assign the student's achievement scores to the teacher for the purposes of evaluating the 153 teacher's performance; (C) Establish minimum training and credentialing requirements for evaluators of 154 155 teachers and principals; and 156 (D) Provide data systems to support the professional growth of teachers and leaders 157 and facilitate human capital management. 158 (7) As used in this subsection, the term 'flexibility contract' means a charter for a charter 159 system or a charter school or a contract entered into with the State Board of Education for a strategic waivers school system." 160 **SECTION 2.** 161 Said article is further amended by revising Code Section 20-2-281, relating to student 162 163 assessments, as follows: 164 "20-2-281. (a) The State Board of Education shall adopt a student assessment program consisting of 165 instruments, procedures, and policies necessary to implement the program and shall fund 166 all costs of providing and scoring such instruments, subject to appropriation by the General 167
- Assembly. The student assessment program shall include a comprehensive summative 168
- 169 assessment program for grades three through 12. In addition, each local school system
- 170 shall administer, with state funding, a research based formative assessment with a

171 summative component that is tied to performance indicators in English, language arts/reading, and mathematics in grades one and two, subject to available appropriations. 172 173 Each local school system may elect to administer, with state funding, nationally 174 norm-referenced instruments in reading, mathematics, science, or social studies in grade three, four, or five and in grade six, seven, or eight, subject to available appropriations, 175 176 with assistance to such school systems by the State Board of Education with regard to 177 administration guidance, scoring, and reporting of such instruments. Further, the State 178 Board of Education shall adopt a school readiness assessment for students entering first 179 grade and shall administer such assessment pursuant to paragraph (2) of subsection (b) of Code Section 20-2-151. Each local school system is strongly encouraged to develop and 180 181 implement a program of multiple formative assessment and intervention assessments in 182 reading and mathematics for kindergarten through third grade and mathematics for 183 kindergarten through fifth grade to ensure that students <u>entering sixth grade</u> are on track 184 to meet grade-level expectations, including mastery in reading by the end of third grade to 185 prepare for the infusion of literacy in subsequent grades and mastery in basic mathematics skills by the end of fifth grade and in accordance with the local school system's five-year 186 strategic plan, performance indicators, and, if applicable, flexibility contract or other 187 188 agreement with the State Board of Education for local school systems that are not under 189 a flexibility contract. The State Board of Education shall periodically review, revise, and 190 upgrade the content standards. Following the adoption of such content standards, the State 191 Board of Education shall contract for development of end-of-grade assessments to measure 192 the content standards. Such As part of the comprehensive summative assessment program, 193 end-of-grade assessments in English, language arts/reading, and mathematics shall be 194 administered annually to students in grades three through eight, and such tests in science 195 and social studies shall be administered annually to students in grades three through five 196 and eight. These tests shall contain features that allow for comparability to other states 197 with whom establishing such comparison would be statistically sound; provided, however, 198 that no such comparison shall be conducted which would relinquish any measure of control 199 over assessments to any individual or entity outside the state. This action shall be 200 completed according to a schedule established by the State Board of Education. Further, 201 as part of the comprehensive summative assessment program, the State Board of Education 202 shall adopt and administer, through the Department of Education, end-of-course 203 assessments for students in grades nine through 12 for all core subjects, as determined by 204 the state board. Writing performance shall be assessed, at a minimum, for students in 205 grades three, five, eight, and 11 and may be assessed for students in additional grade levels 206 as designated by the State Board of Education. Such required writing performance 207 assessment may be embedded within the assessments included in the comprehensive

208 summative assessment program. Writing performance results shall be provided to students 209 and their parents. If authorized by federal law, the Department of Education may establish 210 a pilot program for local school systems that have an existing program of multiple 211 formative assessments during the course of the academic year that result in a single summative score that is valid and reliable in measuring individual student achievement or 212 213 growth and assessing individual student needs or deficiencies, to utilize such local 214 assessments in place of end-of-grade or end-of-course assessments, if provided for in the terms of the local school system's flexibility contract. As used in this subsection, the term 215 216 'flexibility contract' means a charter for a charter system or a charter school or a contract entered into with the State Board of Education for a strategic waivers school system. 217

(b) The nationally norm-referenced instruments provided for in subsection (a) of this Code 218 219 section shall provide students and their parents with grade equivalencies and percentile ranks which result from the administration of such instruments. End-of-grade assessments 220 221 shall provide for results that reflect student achievement at the individual student, 222 classroom, school, system, state, and national levels. The State Board of Education shall participate in the National Assessment of Educational Progress (NAEP) and may 223 224 participate in any other tests that will allow benchmarking this state's performance against 225 national or international performance. The results of such testing shall be provided to the Governor, the General Assembly, and the State Board of Education and shall be reported 226 227 to the citizens of Georgia. Further, the state board shall adopt a school readiness 228 assessment for students entering first grade and shall administer such assessment pursuant to paragraph (2) of subsection (b) of Code Section 20-2-151. One of the components in the 229 230 awarding of salary supplements as part of a pay for performance or related plan under this 231 article may be assessments of student achievement.

(b.1) The State Board of Education shall notify local school systems and individual
schools of the results of the assessment instruments administered under this Code section
at the earliest possible date determined by the state board, but not later than the beginning
of the subsequent school year. In the event the state board is unable to provide timely
results in the first year of implementation of a substantially new assessment instrument, the
provisions in paragraphs (2) and (3) of subsection (b) of Code Section 20-2-283 shall not
apply.

(c) The State Board of Education shall have the authority to condition the awarding of a
high school diploma to a student upon achievement of satisfactory scores on <u>end-of course</u>
<u>assessments and other</u> instruments adopted and administered by the state board pursuant
to subsection (a) of this Code section and the end-of-course assessments adopted and
administered by the state board pursuant to subsections (f) and (h) of this Code section.
The state board is authorized and directed to adopt regulations providing that any disabled

245 child, as defined by the provisions of this article, shall be afforded opportunities to take any 246 test adopted by the state board as a condition for the awarding of a high school diploma. 247 Such regulations shall further provide for appropriate accommodations in the 248 administration of such test. Such regulations shall further provide for the awarding of a 249 special education diploma to any disabled student who is lawfully assigned to a special 250 education program and who does not achieve a passing score on such test or who has not 251 completed all of the requirements for a high school diploma but who has nevertheless 252 completed his or her Individualized Education Program.

253 (d)(1) The State Board of Education shall develop or adopt alternate assessments to be 254 administered to those students with significant cognitive disabilities, receiving special 255 education services pursuant to Code Section 20-2-152, who cannot access the state 256 adopted content standards without appropriate accommodations to those standards and 257 for whom the assessment instruments adopted under subsections subsection (a) and (f) 258 of this Code section, even with allowable accommodations, would not provide an 259 appropriate measure of student achievement, as determined by the student's 260 Individualized Education Program team. Such alternate assessments shall be aligned with 261 alternate academic achievement standards that have been adopted through a documented 262 and validated standards-setting process, for students with the most significant cognitive 263 disabilities, provided those standards are aligned with the state standards established pursuant to Code Section 20-2-140 and promote access to the general education 264 265 curriculum, consistent with the federal Individuals with Disabilities Education Act. The 266 State Board of Education shall ensure that any alternate assessments developed or 267 adopted pursuant to this subsection are in compliance with applicable federal law, but do 268 not impose requirements in excess of such federal law in a manner that unduly burdens 269 a local school system or that does not benefit students with the most significant cognitive 270 disabilities.

(2) A student's Individualized Education Program team shall determine appropriate
 participation in assessment and identify necessary accommodations in accordance with
 the federal Individuals with Disabilities Education Act and state board regulations.

(e) The State Board of Education is authorized to adopt rules, regulations, policies, and
procedures regarding accommodations and the participation of limited-English-proficient
students, as defined in Code Section 20-2-156, in the assessments described in this Code
section.

(f) The State Board of Education shall adopt end-of-course assessments for students in
 grades nine through 12 for all core subjects to be determined by the state board. For those
 students with an Individualized Education Program, each such student's Individualized

Education Program team shall identify necessary accommodations in accordance with the
 federal Individuals with Disabilities Education Act and state board regulations.

(g) Under rules adopted by the State Board of Education, the Department of Education
shall, subject to appropriations by the General Assembly, release some or all of the
questions and answers to each end-of-grade assessment <u>and each end-of-course assessment</u>
administered under subsection (a) of this Code section and each end-of-course assessment
administered under subsection (h) of this Code section after the last time such assessment
is administered for a school year.

(h) The State Board of Education, through the Department of Education, shall administer
 the end-of-course assessments for core subject areas as defined by state board policy. By
 the 2015-2016 school year, the State Board of Education shall make all end-of-course
 assessments available for administration online and shall establish rules and regulations to
 maximize the number of students and school systems utilizing such online assessments.

(i) The Department of Education shall develop study guides for the end-of-grade
assessments and end-of-course assessments administered pursuant to subsections
<u>subsection</u> (a) and (h) of this Code section. Each school system shall distribute the study
guides to students who do not perform satisfactorily on one or more parts of an assessment
instrument administered under this Code section and to the parents or guardians of such
students.

(j) The State Board of Education shall adopt rules and regulations requiring the results of
 core subject end-of-course assessments to be included as a factor in a student's final grade
 in the core subject course for which the end-of-course assessment is given.

303 (k) In addition to the assessment instruments adopted by the State Board of Education and 304 administered by the Department of Education, a local school system may adopt and 305 administer criterion-referenced or norm-referenced assessment instruments, or both, at any 306 grade level. Such locally adopted assessment instruments may not replace the state's 307 adopted assessment instruments for purposes of state accountability programs. A local school system shall be responsible for all costs and expenses incurred for locally adopted 308 assessment instruments. Students with Individualized Education Programs must be 309 included in the locally adopted assessments or provided an alternate assessment in 310 accordance with the federal Individuals with Disabilities Education Act. 311

(1) In adopting academic skills assessment instruments under this Code section, the State
Board of Education or local school system shall ensure the security of the instruments in
their preparation, administration, and scoring. Notwithstanding any other provision of law,
meetings or portions of meetings held by the state board or a local board of education at
which individual assessment instruments or assessment instrument items are discussed or

adopted shall not be open to the public, and the assessment instruments or assessmentinstrument items shall be confidential.

(m) The results of individual student performance on academic skills assessment
instruments administered under this Code section shall be confidential and may be released
only in accordance with the federal Family Educational Rights and Privacy Act of 1974,
20 U.S.C. Section 1232g.

323 (n) Overall student performance data shall be disaggregated by ethnicity, sex,
324 socioeconomic status, disability, language proficiency, grade level, subject area, school,
325 system, and other categories determined by policies established by the Office of Student
326 Achievement.

327 (o) Student performance data shall be made available to the public, with appropriate
328 interpretations, by the State Board of Education, the Office of Student Achievement, and
329 local school system. The information made available to the public shall not contain the
330 names of individual students or teachers.

(p) Teachers in kindergarten through grade 12 shall be offered the opportunity to participate annually in a staff development program on the use of tests within the instructional program designed to improve students' academic achievement. This program shall instruct teachers on curriculum alignment related to tests, disaggregated student test data to identify student academic weaknesses by subtests, and other appropriate applications as determined by the State Board of Education.

337 (q) The State Board of Education shall consider the passage by a student of an industry 338 certification examination or a state licensure examination which is approved by the State 339 Board of Education or a COMPASS an ACCUPLACER score approved by the State Board 340 of Education when considering whether to grant such student a variance or a waiver of one 341 or more end-of-course assessments or other instruments required by the State Board of 342 Education pursuant to subsection (c) of this Code section in order to obtain a Georgia high 343 school diploma; provided, however, that the state board shall not grant a variance to a 344 student unless the student has attempted and failed to pass the relevant end-of-course 345 assessment or assessments at least four times.

346 (r) In order to maximize classroom instruction time, the State Board of Education shall study and adopt policies beginning with the 2017-2018 school year that will move the 347 348 end-of-grade and end-of-course assessment testing windows as close to the end of the 349 school year or semester as possible. The Department of Education shall prepare and submit a report to the House Committee on Education and the Senate Education and Youth 350 Committee no later than December 31, 2016, regarding proposed policies and obstacles 351 352 that prevent testing windows from being scheduled later in the school year or semester. 353 Local school systems are strongly encouraged to administer any such state required

354	assessments within the last week of the school system's midyear semester, for assessments
355	administered at the end of a midyear semester, and within the last two weeks of the school
356	year for the school system, for assessments administered at the end of the academic year.
357	(s) All assessments adopted or developed by the State Board of Education pursuant to this
358	Code section shall be verified for reliability and validity by a nationally recognized,
359	research based, third-party evaluator."
360	SECTION 3.

361 Said chapter is further amended by revising subsection (a) of Code Section 20-2-989.7,
362 relating to matters not subject to complaint, as follows:

- "(a) The performance ratings contained in personnel evaluations conducted pursuant to 363 Code Section 20-2-210, professional development plans, and job performance shall not be 364 subject to complaint under the provisions of this part: provided, however, this shall not 365 apply to procedural deficiencies on the part of the local school system or charter school in 366 conducting an evaluation pursuant to Code Section 20-2-210. 367 The termination, nonrenewal, demotion, suspension, or reprimand of any employee, as set forth in Code 368 369 Section 20-2-940, and the revocation, suspension, or denial of certificates of any employee, 370 as set forth in Code Section 20-2-984.5, shall not be subject to complaint under the 371 provisions of this part."
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SECTION 4.

373 All laws and parts of laws in conflict with this Act are repealed.