

# FISCAL NOTE

June 20, 2019

<b>Bill No:</b>	SB 751	<b>Printer's No:</b>	1007	<b>Sponsor:</b>	Aument (R)
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### COST / (SAVINGS)

<b>Fund (s)</b>	<b>2018-19</b>	<b>2019-20</b>
General Fund	See "FISCAL IMPACT"	\$414,866.13

**SUMMARY:** This bill provides for educator evaluation reform.

**ANALYSIS:** SB 751 creates a revised rating system for evaluating educators beginning in the 2021-2022 school year and discontinues any prior rating tool prior to the implementation of the bill.

Multiple classroom walk-throughs may be used to gather evidence and artifacts for the employee's rating and shall not take the place of data gathered during one or more comprehensive classroom observations except when defined by a plan of differentiated supervision. Satisfactory employees shall be rated no more than once annually and unsatisfactory employees shall be rated at least annually, with adjusted calculations outlined in the bill for any subsequent evaluations.

SB 751 outlines the process for an overall performance rating including distinguished, proficient, needs improvement, and failing, and establishes appropriate action for each rating. This bill also provides for appropriate evidence and teacher-specific data measures.

Each school district, intermediate unit and area vocational technical school shall provide aggregate results to PDE. Each group of educators shall complete their tailored professional development programs within the prescribed time frame and a condensed version every seven years thereafter.

No later than June 30, 2020, the Department of Education (PDE) shall develop, issue and submit a rating tool for professional employees and temporary professional employees serving as classroom teachers, principals, and nonteaching and temporary professional employees consistent with the legislation which shall be used in the rating of each educator. The State Board of Education shall make any changes to the rating tool after June 30, 2020 by regulation.

This bill allows for a local rating tool to be developed and used if approved by the department.

The department shall develop a rating scale to reflect student performance measures and employee observation results and establish overall score ranges for each of the four rating categories.

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PDE shall establish professional development programs for individuals designated as evaluators, which shall be tailored to each specific group of employees and differentiated for evaluators and individuals being evaluated. Development programs shall be available online to all school districts intermediate units and area vocational-technical schools. A standard professional development program shall be developed to improve teacher-specific data measures.

The department shall review the revised rating system within five years and submit a report to the relevant House and Senate committees including accuracy of data for the economically disadvantaged status of students as reported.

The act shall take effect immediately.

**FISCAL IMPACT:** PDE will incur new costs for oversight and training requirements including developing forms and rating tools, collecting data, carrying out training and development programs, informing regulations and reports, and overseeing and reviewing all aspects of the evaluation system.

In order to satisfy the requirements of the bill PDE will need one additional staff member and two years of contracted support to implement the system and associated training for school districts.

Cost	Annual Amount
Basic Education Associate 2 Salary	\$64,400
Employee Benefits	\$50,600
Contracted Support for Two Years	\$300,000
<b>Total</b>	<b>\$415,000</b>