

1.1 ..... moves to amend H.F. No. 2 as follows:

1.2 Page 18, after line 3, insert:

1.3 "(d) Evaluation outcomes and effectiveness categories under paragraph (b) must not  
1.4 be used to place a teacher on unrequested leave of absence if the principal evaluating the  
1.5 teacher is on an improvement plan under section 123B.147, subdivision 3, paragraph  
1.6 (b), clause (8)."

1.7 Page 18, line 4, delete "(d)" and insert "(e)"

1.8 Page 25, after line 3, insert:

1.9 "(f) Evaluation outcomes and effectiveness categories under paragraph (b) must not  
1.10 be used to place a teacher on unrequested leave of absence if the principal evaluating the  
1.11 teacher is on an improvement plan under section 123B.147, subdivision 3, paragraph  
1.12 (b), clause (8)."

1.13 Page 25, after line 23, insert:

1.14 "Sec. 18. Minnesota Statutes 2014, section 123B.147, subdivision 3, is amended to read:

1.15 Subd. 3. **Duties; evaluation.** (a) The principal shall provide administrative,  
1.16 supervisory, and instructional leadership services, under the supervision of the  
1.17 superintendent of schools of the district and according to the policies, rules, and  
1.18 regulations of the school board, for the planning, management, operation, and evaluation  
1.19 of the education program of the building or buildings to which the principal is assigned.

1.20 (b) To enhance a principal's leadership skills and support and improve teaching  
1.21 practices, school performance, and student achievement for diverse student populations,  
1.22 including at-risk students, children with disabilities, English learners, and gifted students,  
1.23 among others, a district must develop and implement a performance-based system for  
1.24 annually evaluating school principals assigned to supervise a school building within the  
1.25 district. The evaluation must be designed to improve teaching and learning by supporting  
1.26 the principal in shaping the school's professional environment and developing teacher  
1.27 quality, performance, and effectiveness. The annual evaluation must:

2.1 (1) support and improve a principal's instructional leadership, organizational  
2.2 management, and professional development, and strengthen the principal's capacity in the  
2.3 areas of instruction, supervision, evaluation, and teacher development;

2.4 (2) include formative and summative evaluations based on multiple measures of  
2.5 student progress toward career and college readiness;

2.6 (3) be consistent with a principal's job description, a district's long-term plans and  
2.7 goals, and the principal's own professional multiyear growth plans and goals, all of which  
2.8 must support the principal's leadership behaviors and practices, rigorous curriculum,  
2.9 school performance, and high-quality instruction;

2.10 (4) include on-the-job observations and previous evaluations;

2.11 (5) ~~allow~~ use data from teacher surveys to help identify a principal's effectiveness,  
2.12 leadership skills and processes, and strengths and weaknesses in exercising leadership in  
2.13 pursuit of school success;

2.14 (6) use longitudinal data on student academic growth as 35 percent of the evaluation  
2.15 and incorporate district achievement goals and targets;

2.16 (7) be linked to professional development that emphasizes improved teaching and  
2.17 learning, curriculum and instruction, student learning, and a collaborative professional  
2.18 culture; ~~and~~

2.19 (8) for principals not meeting standards of professional practice or other criteria  
2.20 under this subdivision, implement a plan to improve the principal's performance ~~and~~  
2.21 ~~specify the procedure and consequence if the principal's performance is not improved that~~  
2.22 includes established goals and timelines; and

2.23 (9) discipline a principal for not making adequate progress in the principal's  
2.24 improvement plan under clause (8), which may include a last chance warning, termination,  
2.25 discharge, transfer, a leave of absence, or other discipline a school administrator  
2.26 determines is appropriate.

2.27 The provisions of this paragraph are intended to provide districts with sufficient  
2.28 flexibility to accommodate district needs and goals related to developing, supporting,  
2.29 and evaluating principals.

2.30 **EFFECTIVE DATE.** This section is effective the day following final enactment."

2.31 Renumber the sections in sequence and correct the internal references

2.32 Amend the title accordingly