

HOUSE RESEARCH

Bill Summary

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Subject: Making statutory teacher evaluations part of Q-Comp; making Q-Comp available to school principals

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Overview

Requires the statutory teacher evaluation process to be part of an educational improvement plan under Q-Comp. Allows principals and assistant principals employed in a school or district with an approved Q-Comp plan to participate in Q-Comp if certain conditions are met.

- 1 Plan components.** Requires school board-approved educational improvement plans developed to qualify for Q-Comp to be consistent with statutory requirements for an annual teacher evaluation and peer review process.

Makes this section effective immediately.

- 2 Transitional planning year.** (a) Requires a Q-Comp applicant to submit a letter of intent to the education department that, among other terms, describes training to evaluate teacher performance consistent with statutory requirements for an annual teacher evaluation and peer review process.

Makes this section effective immediately.

- 3 Alternative teacher professional pay system.** (b) Requires a Q-Comp agreement to be consistent with requirements for an annual teacher evaluation and peer review process. Requires a locally selected and periodically trained evaluator to conduct objective evaluations using multiple criteria.

Makes this section effective immediately and applicable to all Q-Comp applications submitted to the education commissioner after that date.

- 4 Alternative compensation revenue for school principals.** Makes Q-Comp revenue available for school principals and assistant principals employed in a school or district with an approved Q-Comp plan. To make principals and assistant principals eligible for Q-Comp, requires a participating school or district to: submit a letter of intent to the commissioner; develop a supplemental educational improvement plan for principals consistent with the improvement plan for teachers currently in effect and the statutory principal evaluation requirements; and receive commissioner approval. Requires a school board and the exclusive representative of the teachers to also agree to a district plan under this

section.

Makes this section effective September 1, 2012, and applicable to all Q-Comp agreements entered into or modified after that date.

- 5** **Effective staff development activities.** (a) Among other things, requires staff development activities to support entry-level teachers through teacher induction programs that encourage principal participation and foster collaboration among principals and instruction staff.

Makes this section effective immediately.

- 6** **Staff development outcomes.** Includes among the goals for a staff development plan the use of teacher induction programs to provide entry-level teachers with teaching and program management resources and opportunities to analyze and reflect upon teaching so as to improve teacher effectiveness and retention.

Makes this section effective immediately.

- 7** **Duties; evaluation.** (c) For principals and assistant principals to be eligible to receive Q-Comp revenue, requires the supplemental education plan approved by the education commissioner to be consistent with this subdivision governing principal evaluations.

Makes this section effective September 1, 2012.