

Introduced by Senator Liu

February 10, 2011

An act relating to certificated employees.

LEGISLATIVE COUNSEL'S DIGEST

SB 257, as introduced, Liu. Certificated employees: evaluation and assessment.

Existing law requires the governing board of a school district to evaluate and assess the performance of certificated employees as it reasonably relates to the progress of pupils towards the standards of expected pupil achievement established by the governing board, the instructional techniques and strategies used by the employee, the employee's adherence to curricular objectives, and the establishment of a suitable learning environment.

This bill would state the intent of the Legislature to enact legislation relating to various issues concerning the evaluation and assessment of certificated employees.

Vote: majority. Appropriation: no. Fiscal committee: no.
State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. It is the intent of the Legislature to enact
- 2 legislation that would address the following issues relating to the
- 3 evaluation and assessment of certificated employees:
- 4 (a) All aspects of teacher and district effectiveness to ensure
- 5 that an overhaul of the state's current system is comprehensive
- 6 enough to attract, develop, retain, and support effective teachers
- 7 and administrators.

- 1 (b) The role of teachers, as well as teams of teachers,
2 administrators, and district systems that are responsible for creating
3 a high performing culture of learning.
- 4 (c) A fair and transparent assessment and evaluation system
5 that respects the confidentiality of individual performance
6 evaluations and due process.
- 7 (d) The use of successful and tested practices to set a foundation
8 for practical reforms that can be tailored to fit the needs of
9 California schools, recognizing the complexities of teaching and
10 school performance and the myriad issues that contribute to the
11 overarching goal of improving pupil achievement.
- 12 (e) Policy changes at the state level that allow for local flexibility
13 while ensuring access to programs and content that meet the needs
14 of all pupils in the state.
- 15 (f) The means by which various measures of accountability can
16 be incorporated into a support structure for the improvement of
17 teacher and district effectiveness, including a clear and improved
18 method for dismissal of administrators and teachers who do not
19 make improvements or meet the expectations of the process.
- 20 (g) An evaluation and assessment system that assists teachers
21 in developing their skills and positively impacting student
22 achievement, including a reasonable approach to including pupil
23 performance data, as well as pupil and parent feedback and peer
24 input.
- 25 (h) An evaluation and assessment system that allows for teacher
26 development activities that provide support structures and allow
27 teachers to grow throughout their careers.
- 28 (i) The role of administrators in effective teacher evaluation and
29 assessment, including, but not limited to, training in evaluation
30 methods and processes.