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LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
03/10/2010	.	
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The Committee on Education Pre-K - 12 (Thrasher) recommended the following:

Senate Amendment

Delete lines 1261 - 1330
and insert:

(3) The appraisal ~~assessment~~ procedure for instructional personnel and school administrators must be ~~primarily~~ based on the performance of students assigned to their classrooms or schools, as described in paragraph (a) appropriate. ~~Pursuant to this section,~~ A school district's performance appraisal ~~assessment~~ is not limited to basing unsatisfactory performance of instructional personnel and school administrators upon student performance, but may include other criteria approved to



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13 evaluate ~~assess~~ instructional personnel and school
14 administrators' performance, or any combination of student
15 performance and other approved criteria. The procedures must
16 comply with, but are not limited to, the following requirements:

17 (a) An appraisal ~~assessment~~ must be conducted for each
18 employee at least once a year, except that an appraisal for each
19 teacher, as described in s. 1012.22(1)(c)5., must be conducted
20 at least twice a year. ~~The assessment must be based upon sound~~
21 ~~educational principles and contemporary research in effective~~
22 ~~educational practices. The assessment must primarily use data~~
23 ~~and indicators of improvement in student performance assessed~~
24 ~~annually as specified in s. 1008.22 and may consider results of~~
25 ~~peer reviews in evaluating the employee's performance. Student~~
26 ~~performance must be measured by state assessments required under~~
27 ~~s. 1008.22 and by local assessments for subjects and grade~~
28 ~~levels not measured by the state assessment program. The~~
29 appraisal ~~assessment~~ criteria must include, but are not limited
30 to, indicators that relate to the following:

- 31 1. Performance of students.
- 32 a. Beginning with the 2014-2015 school year and thereafter,
33 for the classroom teacher, the learning gains of students
34 assigned to the teacher must comprise more than 50 percent of
35 the determination of the classroom teacher's performance.
36 Beginning with the 2014-2015 school year and thereafter, for
37 instructional personnel, who are not classroom teachers, the
38 learning gains of students assigned to the school must comprise
39 more than 50 percent of the determination of the individual's
40 performance. A school district may use the learning gains of
41 students assigned to the classroom teacher for the preceding 3



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42 years, or, for instructional personnel who are not classroom
43 teachers, the learning gains of students assigned to the school
44 for the preceding 3 years, to determine the individual's
45 performance. For purposes of this sub-subparagraph, "school"
46 means the school to which the instructional personnel, who is
47 not a classroom teacher, was assigned for the last 3 years.
48 Student learning gains are measured by state assessments
49 required under s. 1008.22, examinations in AP, IB, AICE, or a
50 national industry certification identified in the Industry
51 Certified Funding List pursuant to rules adopted by the State
52 Board of Education, or district assessments for subject areas
53 and grade levels as required under s. 1008.222.

54 b. For the classroom teacher, more than 50 percent of the
55 determination of the classroom teacher's performance must be
56 based on student performance of students assigned to the
57 classroom teacher, assessed annually as specified in s. 1008.22
58 and by local assessments for subjects and grade levels not
59 measured by the state assessment program. For instructional
60 personnel who are not classroom teachers, more than 50 percent
61 of the determination of the individual's performance must be
62 based on student performance of students assigned to the school,
63 assessed annually as specified in s. 1008.22 and by local
64 assessments for subjects and grade levels not measured by the
65 state assessment program. For purposes of this sub-subparagraph,
66 "school" means the school to which the instructional personnel,
67 who is not a classroom teacher, was assigned for the last 3
68 years. This sub-subparagraph expires July 1, 2014.

69 2. Instructional practice. For instructional personnel,
70 performance criteria must be based on the Florida Educator



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71 Accomplished Practices adopted by the State Board of Education
72 by rule, which include:

73 a. Ability to maintain appropriate discipline.

74 ~~b.3. Knowledge of subject matter. The district school board~~
75 ~~shall make special provisions for evaluating teachers who are~~
76 ~~assigned to teach out-of-field.~~

77 ~~c.4. Ability to plan and deliver effective instruction and~~
78 ~~the effective use of technology in the classroom.~~

79 ~~d.5. Ability to use assessment data and other evidence of~~
80 ~~student learning to design and implement differentiated~~
81 ~~instructional strategies in order to meet individual student~~
82 ~~needs for remediation or acceleration ~~evaluate instructional~~~~
83 ~~needs.~~

84 ~~e.6. Ability to establish and maintain a positive~~
85 ~~collaborative relationship with students' families to increase~~
86 ~~student achievement.~~

87 ~~f.7. Other professional competencies, responsibilities, and~~
88 ~~requirements as established by rules of the State Board of~~
89 ~~Education and policies of the district school board.~~

90 3. Instructional leadership performance.

91 a. Beginning with the 2014-2015 school year and thereafter,
92 for a school-based administrator, the learning gains of students
93 assigned to the school must comprise more than 50 percent of the
94 determination of the school-based administrator's performance. A
95 school district may use the learning gains of students assigned
96 to the school for the preceding 3 years to determine the school-
97 based administrator's performance. For purposes of this sub-
98 subparagraph, "school" means the school to which the
99 administrator was assigned for the last 3 years. Student



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100 learning gains are measured by state assessments required under
101 s. 1008.22, examinations in AP, IB, AICE, or a national industry
102 certification identified in the Industry Certified Funding List
103 pursuant to rules adopted by the State Board of Education, or
104 district assessments for subject areas and grade levels as
105 required under s. 1008.222.

106 b. For a school-based administrator, more than 50 percent
107 of the determination of the administrator's performance must be
108 based on student performance of students assigned to the school,
109 assessed annually as specified in s. 1008.22 and by local
110 assessments for subjects and grade levels not measured by the
111 state assessment program. For purposes of this sub-subparagraph,
112 "school" means the school to which the administrator was
113 assigned for the last 3 years. This sub-subparagraph expires
114 July 1, 2014.