

## HOUSE BILL NO. HB0022

Teacher accountability.

Sponsored by: Joint Education Interim Committee

A BILL

for

1 AN ACT relating to education; modifying provisions governing  
2 teacher accountability; conforming provisions; repealing a  
3 provision; and providing for an effective date.

4

5 *Be It Enacted by the Legislature of the State of Wyoming:*

6

7 **Section 1.** W.S. 21-2-304(b)(xv), 21-3-110(a)(xvii)  
8 through (xix) and (b), 21-7-102(a)(ii) and 21-7-104(a) are  
9 amended to read:

10

11 **21-2-304. Duties of the state board of education.**

12

13 (b) In addition to subsection (a) of this section and  
14 any other duties assigned to it by law, the state board shall:

15

1           (xv) Not later than July 1, ~~2019-2020~~, promulgate  
2 rules and regulations for the ~~implementation and~~  
3 ~~administration~~ submission and approval of a comprehensive  
4 school district teacher performance evaluation ~~system based~~  
5 ~~in part upon defined student academic performance measures as~~  
6 ~~prescribed by law, upon longitudinal data systems and upon~~  
7 ~~measures of professional practice according to standards for~~  
8 ~~professional practice prescribed by board rule and~~  
9 ~~regulation. The evaluation system shall clearly prescribe~~  
10 ~~standards for highly effective performance, effective~~  
11 ~~performance, performance in need of improvement and~~  
12 ~~ineffective performance. Rules and regulations adopted under~~  
13 ~~this paragraph shall to the extent the statewide~~  
14 ~~accountability system is not compromised, allow districts the~~  
15 ~~opportunity to refine the system to meet the individual needs~~  
16 ~~of the district. The performance evaluation system shall~~  
17 ~~also include reasonable opportunity for state and district~~  
18 ~~provision of mentoring and other professional development~~  
19 ~~activities made available to teachers performing~~  
20 ~~unsatisfactorily, which are designed to improve instruction~~  
21 ~~and student achievement~~ systems. The state board shall, in  
22 consultation with local school districts, establish criteria  
23 for school district teacher performance evaluation systems

1 that provide school districts flexibility in designing  
2 teacher evaluations to improve classroom instruction;

3  
4 **21-3-110. Duties of boards of trustees.**

5  
6 (a) The board of trustees in each school district  
7 shall:

8  
9 (xvii) ~~Not later than school year 2019-2020 and~~  
10 ~~each school year thereafter,~~ Require the performance of each  
11 initial contract teacher to be evaluated summatively based in  
12 part upon student achievement measures as prescribed by rule  
13 and regulation of the state board under W.S. 21-2-304(b)(xv)  
14 once a year against the school district's standards for  
15 performance, as submitted and approved pursuant to W.S.  
16 21-2-304(b)(xv). The evaluation shall be in writing and an  
17 opportunity for feedback to improve performance shall be  
18 provided. The teacher shall receive a copy of each evaluation  
19 of his performance;

20  
21 (xviii) ~~Not later than school year 2019-2020 and~~  
22 ~~each school year thereafter,~~ Establish a teacher performance  
23 evaluation system and require the performance of each

1 continuing contract teacher to be evaluated ~~summatively based~~  
2 ~~in part upon student achievement measures as prescribed by~~  
3 ~~rule and regulation of the state board under W.S.~~  
4 ~~21-2-304(b)(xv) against the school district's standards for~~  
5 ~~performance, as submitted and approved pursuant to W.S.~~  
6 ~~21-2-304(b)(xv), once a year until the teacher has been~~  
7 ~~classified as effective under the performance evaluation~~  
8 ~~system utilized by the school district for two (2) consecutive~~  
9 ~~years. Upon a classification of effective for two (2)~~  
10 ~~consecutive years, evaluation shall occur at minimum once~~  
11 ~~every three (3) years.~~ The teacher shall receive a copy of  
12 each evaluation of his performance;

13

14 (xix) ~~Not later than school year 2019-2020 and~~  
15 ~~each school year thereafter, based in part upon student~~  
16 ~~achievement measures established by the state board of~~  
17 ~~education under W.S. 21-2-304(b)(xv),~~ Performance evaluations  
18 required under paragraphs (a)(xvii) and (xviii) of this  
19 section shall serve as a basis for improvement of instruction,  
20 enhancement of curriculum program implementation, measurement  
21 of both individual teacher performance and professional  
22 growth and development and the performance level of all  
23 teachers within the school district, and as documentation for

1 unsatisfactory performance that may lead to dismissal,  
2 suspension and termination proceedings under W.S. 21-7-110;

3

4 (b) On or before ~~June 1, 2020 and~~ June 1 of each school  
5 year, ~~thereafter,~~ each school district superintendent shall  
6 provide a report to the board of trustees ~~identifying all~~  
7 ~~teachers and on or before June 1, 2019, and June 1 of each~~  
8 ~~school year thereafter,~~ identifying all school and district  
9 leaders within the district whose performance, through  
10 evaluations conducted under ~~paragraphs (a)(xvii) through~~  
11 ~~(xix) and paragraph (a)(xxx)~~ of this section, has been  
12 determined in need of improvement or ineffective for that  
13 school year. The report shall include a summary of mentoring  
14 and other professional development activities made available  
15 to the identified school and district leaders ~~and teachers~~ to  
16 improve instruction and student achievement. Not later than  
17 ~~July 1, 2019 for school and district leaders, and July 1,~~  
18 ~~2020 for district teachers, and~~ July 1 of each school year  
19 ~~thereafter,~~ the board shall file a report with the department  
20 of education certifying compliance with this subsection.

21

22 **21-7-102. Definitions.**

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1           (a) As used in this article the following definitions  
2 shall apply:

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4           (ii) "Continuing Contract Teacher" means:

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6           (A) Any initial contract teacher who has been  
7 employed by the same school district in the state of Wyoming  
8 for a period of three (3) consecutive school years, and has  
9 had his contract renewed for a fourth consecutive school year;  
10 ~~and, beginning school year 2019-2020 and each school year~~  
11 ~~thereafter, has performed satisfactorily on performance~~  
12 ~~evaluations implemented by the district under W.S.~~  
13 ~~21-3-110(a)(xvii) during this period of time; or~~

14  
15           (B) A teacher who has achieved continuing  
16 contract status in one (1) district, and who without lapse of  
17 time has taught two (2) consecutive school years and has had  
18 his contract renewed for a third consecutive school year by  
19 the employing school district, ~~and, beginning school year~~  
20 ~~2019-2020 and each school year thereafter, has performed~~  
21 ~~satisfactorily on performance evaluations conducted by both~~  
22 ~~districts under W.S. 21-3-110(a)(xvii) during this period of~~  
23 ~~time.~~

1

2           **21-7-104. Employment of continuing contract teachers on**  
3 **continuing basis; salary increases.**

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5           (a) ~~Subject to satisfactory performance evaluation~~  
6 ~~under W.S. 21-3-110(a)(xviii),~~ ~~A~~ continuing contract teacher  
7 shall be employed by each school district on a continuing  
8 basis from year to year without annual contract renewal at a  
9 salary determined by the board of trustees of each district,  
10 said salary subject to increases from time to time as provided  
11 for in the salary provisions adopted by the board.

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13           **Section 2.** W.S. 21-7-110(a)(vii) is repealed.

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15           **Section 3.** This act is effective July 1, 2019.

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(END)