

STATE OF KANSAS

HOUSE OF REPRESENTATIVES

MR. CHAIRMAN:

I move to amend **HB 2186**, as amended by House Committee, on page 14, following line 13, by inserting:

"New Sec. 34. (a) For the purpose of ensuring that each student meets the educational goal set forth in K.S.A. 2016 Supp. 72-1127(c), and amendments thereto, by improving the quality of instructional, administrative and supervisory services in the public schools of the state, the state board of education shall design, develop and implement a school personnel evaluation system. Such evaluation system shall establish procedures for evaluating the performance of duties and responsibilities of all instructional and administrative personnel employed by a school district. Such evaluation system shall, at a minimum:

- (1) Support effective instruction and positive student outcomes;
- (2) provide appropriate instruments, procedures and criteria for continuous quality improvement of the professional skills of instructional and administrative personnel;
- (3) include a mechanism to examine performance data from multiple sources, including opportunities for parents to provide input into employee performance evaluations when appropriate; and
- (4) provide that a portion of a performance evaluation must be based upon data and indicators of student achievement assessed annually by statewide assessments or, for subjects and grade levels not measured by statewide assessments, by some other measure deemed appropriate by the state board.

(b) In conjunction with the design and development of the school personnel evaluation pursuant to subsection (a), the state board shall develop a school personnel compensation system. The

school personnel evaluation system shall be the basis for determining the appropriate compensation for instructional and administrative personnel employed by a school district.

(c) On or before January 15, 2018, the state board shall submit a report to the governor and the legislature on the school personnel evaluation system and the school personnel compensation system developed pursuant to this section. Such report shall include the following:

- (1) The criteria for measuring the performance of various categories of school personnel;
- (2) a description of the procedures for conducting personnel evaluations;
- (3) the metrics for measuring student achievement and the import of such student achievement in the performance evaluation;
- (4) a description of the school personnel compensation system, including how performance evaluations will be utilized to determine compensation of school district personnel; and
- (5) the schedule for implementation of such systems.";

And by renumbering sections accordingly

_____ District.