

HOUSE BILL No. 2872

By Committee on Education

2-13

9 AN ACT relating to evaluations of education employees; amending
10 K.S.A. 72-9004 and repealing the existing section.

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12 *Be it enacted by the Legislature of the State of Kansas:*

13 Section 1. K.S.A. 72-9004 is hereby amended to read as follows: 72-
14 9004. Evaluation policies adopted under K.S.A. 72-9003, and amend-
15 ments thereto, shall meet the following guidelines or criteria:

16 (a) Consideration shall be given to the following employee attributes:
17 Efficiency, *absenteeism*, *ethical conduct*, personal qualities, professional
18 deportment, ability, results and performance, including improvement in
19 the academic performance of pupils or students insofar as the evaluated
20 employee has authority to cause such academic improvement, in the case
21 of teachers, the capacity to maintain control of pupils or students, and
22 such other matters as may be deemed material.

23 (b) Community attitudes toward, support for and expectations with
24 regard to educational programs *along with pupil evaluations* shall be
25 reflected.

26 (c) The original policy and amendments thereto shall be developed
27 by the board in cooperation with the persons responsible for making eval-
28 uations and the persons who are to be evaluated, and, to the extent prac-
29 ticable, consideration shall be given to comment and suggestions from
30 other community interests.

31 (d) *Evaluations of teachers at grade level nine or above shall include*
32 *evaluations by pupils*. Evaluations of the chief administrator employed by
33 a board shall be made by the board. The board shall place primary re-
34 sponsibility upon members of the administrative staff in making evalua-
35 tions of other employees.

36 (e) Persons to be evaluated shall participate in their evaluations, and
37 shall be afforded the opportunity for self-evaluation.

38 (f) The contract of any person subject to evaluation shall not be non-
39 renewed on the basis of incompetence unless an evaluation of such person
40 has been made prior to notice of nonrenewal of the contract and unless
41 the evaluation is in substantial compliance with the board's policy of per-
42 sonnel evaluation procedure as filed with the state board in accordance
43 with the provisions of K.S.A. 72-9003, and amendments thereto.

- 1 Sec. 2. K.S.A. 72-9004 is hereby repealed.
- 2 Sec. 3. This act shall take effect and be in force from and after its
- 3 publication in the statute book.