

SB 1, Teacher Effectiveness

Meaningful, annual evaluations: Requires local districts to develop teacher and principal evaluation systems considering multiple measures. Students' academic growth and performance would be one part of a comprehensive evaluation system examining multiple factors.

Performance Rating Categories: Requires annual performance evaluations to differentiate teachers and principals fairly, accurately, and credibly along four discrete rating categories:

- Highly Effective;
- Effective;
- Improvement Necessary; or
- Ineffective.

While educators must be placed in categories, the state will not mandate a certain percentage of educators be placed in each category.

Teacher Pay: SB 1 enables school corporations to develop systems that reward great teachers with more pay.

- Current teacher salaries will not be reduced by SB 1.
- Teachers will be able to receive salary increases based on teacher's evaluation results as well as students' needs, leadership roles and seniority/degrees held.
- Seniority and degrees earned together may count for up to one-third of the considerations used to determine teachers' pay increases.
- No additional funding will be required for these salary increases; this is a new way of thinking about compensation models, and the DOE will develop model compensation systems.

Teacher Classifications:

- SB 1 provides protections based on performance rather than seniority. The proposal changes the current non-permanent, semi-permanent and permanent status categories to probationary, professional, and established.
- The new titles are better linked to teachers' performance in the classroom.
- All current teachers will be "established" teachers and cannot be dismissed for performance until receiving two consecutive ineffective ratings or three ineffective or improvement necessary ratings in a five-year period.
- All new teachers will be probationary and can be dismissed after one ineffective rating. Probationary teachers earning three effective or highly effective ratings in a five-year period become professional teachers and cannot be dismissed until receiving two ineffective ratings.

Due Process for Teachers: SB 1 does not eliminate due process for teachers.

- SB 1 aims to align teacher due process with current principal due process and make it more focused on demonstrated teacher effectiveness based on locally-developed, multi-faceted evaluations.
- The higher a teacher's status, the more ineffective ratings it takes to remove a teacher from the classroom.
- Teachers facing dismissal are given the right to a conference with the local superintendent and the school board and may have representation with them at the conferences.

Operational efficiencies

- Requires the DOE (partnering with an outside entity like Cummins) to develop a program to address operational efficiencies in school corporations.
- Focus will be on procurement, especially in areas like technology.
- Cummins operational efficiency project at Bartholomew County schools found an 18% savings in operating costs – without touching a single salary or benefit.

Parent Accountability:

- Current law requires parents to ensure their children attend school.
- SB 1 requires every school corporation to include a definition of “attendance” in the school policies and to define excused and unexcused absences.
- If a student is in violation of the attendance statute, the parents must receive notification from the superintendent before action can be pursued against the parent.
- SB 1 expands the options available to a superintendent for delivering personal notice to the parent of a habitually absent child.
- Superintendents or their designees are also required to report habitually absent children to the juvenile court or Department of Child Services.