

Senator Kathleen A. Riebe proposes the following substitute bill:

TEACHER EVALUATION AMENDMENTS

2023 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Kathleen A. Riebe

House Sponsor: Carol S. Moss

LONG TITLE

General Description:

This bill amends the educator evaluation frequency to include a biennial option.

Highlighted Provisions:

This bill:

- ▶ amends the required educator evaluation frequency to include a biennial option; and
- ▶ makes technical changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

53G-11-501.5, as last amended by Laws of Utah 2019, Chapter 293

53G-11-504, as last amended by Laws of Utah 2020, Chapter 408

53G-11-507, as last amended by Laws of Utah 2019, Chapter 293

REPEALS:

53G-11-504.1, as enacted by Laws of Utah 2020, Third Special Session, Chapter 10



26 *Be it enacted by the Legislature of the state of Utah:*

27 Section 1. Section **53G-11-501.5** is amended to read:

28 **53G-11-501.5. Legislative findings.**

29 (1) The Legislature finds that the effectiveness of public educators can be improved
30 and enhanced by providing specific feedback and support for improvement through a
31 systematic, fair, and competent annual or biennial evaluation and remediation of public
32 educators whose performance is inadequate.

33 (2) The state board and each local school board shall implement Sections **53G-11-501**,
34 **53G-11-506**, **53G-11-507**, **53G-11-508**, **53G-11-509**, **53G-11-510**, and **53G-11-511** in
35 accordance with Subsections **53E-2-302(7)** and **53E-6-103(2)(a)** and (b), to:

36 (a) allow the educator and the school district to promote the professional growth of the
37 educator; and

38 (b) identify and encourage quality instruction in order to improve student academic
39 growth.

40 Section 2. Section **53G-11-504** is amended to read:

41 **53G-11-504. Evaluation of employee performance.**

42 (1) Except as provided in Subsections (2) and (3), a local school board shall require
43 that the performance of each school district employee be evaluated annually in accordance with
44 rules of the state board adopted in accordance with this part and Title 63G, Chapter 3, Utah
45 Administrative Rulemaking Act.

46 (2) Rules adopted by the state board under Subsection (1) may include an exemption
47 from annual performance evaluations for a temporary employee or a part-time employee.

48 (3) If an educator has had two consecutive satisfactory annual performance evaluations,
49 a local school board may evaluate the educator biennially.

50 Section 3. Section **53G-11-507** is amended to read:

51 **53G-11-507. Components of educator evaluation program.**

52 (1) A local school board in consultation with a joint committee established in Section
53 **53G-11-506** shall adopt a reliable and valid educator evaluation program that evaluates
54 educators based on educator professional standards established by the state board and includes:

55 (a) a systematic annual or biennial evaluation of all provisional, probationary, and
56 career educators;

- 57 (b) use of multiple lines of evidence, including:
58 (i) self-evaluation;
59 (ii) student and parent input;
60 (iii) for an administrator, employee input;
61 (iv) a reasonable number of supervisor observations to ensure adequate reliability;
62 (v) evidence of professional growth and other indicators of instructional improvement
63 based on educator professional standards established by the state board; and
64 (vi) student academic growth data;
65 (c) a summative evaluation that differentiates among four levels of performance; and
66 (d) for an administrator, the effectiveness of evaluating employee performance in a
67 school or school district for which the administrator has responsibility.

68 (2) (a) An educator evaluation program described in Subsection (1) may include a
69 reasonable number of peer observations.

70 (b) An educator evaluation program described in Subsection (1) may not use
71 end-of-level assessment scores in educator evaluation.

72 Section 4. **Repealer.**

73 This bill repeals:

74 Section **53G-11-504.1, Waiver of employee evaluation requirement.**