

STATE OF OKLAHOMA

1st Session of the 43rd Legislature (1991)

HOUSE BILL NO. 1469

BY: HENSHAW

AS INTRODUCED

AN ACT RELATING TO SCHOOLS; REQUIRING THE STATE BOARD OF EDUCATION TO CONDUCT A CAREER LADDER STUDY; REQUIRING A REPORT ON THE STUDY; REQUIRING CAREER LADDER PROGRAMS; DEFINING TERMS; SPECIFYING COMPONENTS FOR CAREER LADDER PROGRAMS; REQUIRING THE DEVELOPMENT OF CAREER LADDER EVALUATION SYSTEMS; PROVIDING PROCEDURES FOR THE EVALUATIONS; PROVIDING FUNDING FOR CAREER LADDER PROGRAMS; PROVIDING FOR CODIFICATION AND NONCODIFICATION; PROVIDING AN EFFECTIVE DATE; AND DECLARING AN EMERGENCY.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. The State Board of Education shall conduct a career ladder study to provide policies and guidelines for career ladder evaluation systems to be developed and adopted by local boards of education. Findings of the study shall be reported to each local board of education and to the Governor, Speaker of the House of Representatives and President Pro Tempore of the Senate on or before December 31, 1991.

SECTION 2. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 5-141.6 of Title 70, unless there is created a duplication in numbering, reads as follows:

The Legislature recognizes the importance of:

1. rewarding teachers who strive to improve the quality of education;
2. providing incentives for teachers employed by the public schools to continue to pursue excellence in education;
3. rewarding teachers who demonstrate the achievement of excellence; and
4. properly compensating teachers who assume additional educational responsibilities.

In order to achieve these goals and to provide teachers with increased opportunities for professional growth, in addition to the incentive pay plans provided for in Section 5-141.2 of this title, school districts shall develop career ladder programs in compliance with the policies and guidelines adopted by the State Board of Education.

SECTION 3. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 5-141.7 of Title 70, unless there is created a duplication in numbering, reads as follows:

As used in this act:

1. "Career ladder" means a compensation system for probationary and career teachers developed and adopted by local boards of education, with advice and counsel from parents, teachers, and school administrators who represent the various schools throughout the district, which is in accordance with provisions of this act and applicable policies and guidelines adopted by the State Board of Education; and
2. "Career ladder evaluation system" means a procedure developed and adopted by local boards of education, with advice and counsel from parents, teachers, and school administrators who

represent the various schools throughout the district and in accordance with the provisions of this act and applicable policies and guidelines adopted by the State Board of Education, which provides for periodic, fair, objective, and consistent evaluation of educator performance. The career ladder evaluation system shall incorporate and supplement the evaluation provided for in Section 6-101.10 and 6-101.11 of Title 70 of the Oklahoma Statutes.

SECTION 4. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 5-141.8 of Title 70, unless there is created a duplication in numbering, reads as follows:

Career ladder programs may include the following components:

1. An extended contract year for teachers, providing for additional paid nonteaching days beyond the regular school year provided for in Section 1-109 of Title 70 of the Oklahoma Statutes for curriculum development, inservice training, preparation, and related activities. School boards may approve individual exceptions to the extended year contract;
2. At the option of the local school board, an extended contract year for teachers, providing for additional paid workdays beyond the regular school year for teaching assignments in summer school, remedial, handicapped, specialized, vocational, gifted and talented, and adult education programs;
3. A fair and consistent procedure for selecting teachers who will be given additional responsibilities. The selection procedure shall incorporate clearly stated job descriptions and qualifications for each level on the career ladder;
4. A program of differentiated staffing that provides additional compensation and, as appropriate, additional extensions of the contract year, for those who assume additional instruction-related responsibilities, including but not limited to:
 - a. assisting students and beginning teachers,
 - b. curriculum and lesson plan development,

- c. volunteer training,
- d. planning and productivity improvements for established teachers, and
- e. educational assignments directed at establishing positive relationships with the community, businesses, and parents.

Administrative and extracurricular activities shall not be considered additional instruction-related activities pursuant to this section;

5. A well defined program of evaluation and guidance for probationary teachers, designed to assist those teachers during provisional years of teaching to acquire and demonstrate the skills required of capable, successful career teachers;

6. A clear and concise explanation of the career ladder evaluation system components, including the respective roles of parents, teachers, administrators, and the school board in the development of the evaluation system. The system shall provide for frequent, comprehensive career ladder evaluations of probationary teachers and periodic career ladder evaluations of career teachers;

7. Advancement on the career ladder program is contingent upon effective teaching performance, evidence of which may include formal evaluation and assessment of student progress. Student progress shall play a significant role in teacher career ladder evaluations. Other criteria may include formal preparation and successful teaching experience;

8. An assessment of implementation costs; and

9. A plan for periodic review of the career ladder system including the makeup of the reviewing entity, procedures to be followed during review, and the time schedule for the review.

SECTION 5. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 5-141.9 of Title 70, unless there is created a duplication in numbering, reads as follows:

In addition to the evaluation procedures provided for in Sections 6-101.10 and 6-101.11 of Title 70 of the Oklahoma Statutes, each local board of education shall develop and adopt a system to evaluate its teachers for placement and advancement on the career ladder. The career ladder evaluation system procedures shall:

1. be fair, consistent, and valid according to generally accepted principles of personnel administration;
2. incorporate clearly stated job descriptions;
3. be in writing;
4. involve teachers in the development of the evaluation instrument; and
5. prior to any career ladder evaluation, inform the teacher in writing about time frames in a career ladder evaluation procedure, the career ladder evaluation system, the types of criteria to be used in the career ladder evaluation, the factors to be evaluated and the procedure for requesting a review of the career ladder evaluation. Nothing in this section shall preclude informal classroom observations.

SECTION 6. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 5-141.10 of Title 70, unless there is created a duplication in numbering, reads as follows:

Each local board of education shall develop and adopt a career ladder proposal in conformance with the policies and guidelines provided by the State Board of Education and shall submit the program to the State Board of Education for approval. If the State Board of Education determines that a career ladder proposal submitted by a school district as provided for in this act meets all applicable requirements and that sufficient funding is available in the designated state appropriation, it shall grant approval and provide funding from that appropriation for implementation of the proposal.

SECTION 7. Section 1 of this act shall not be codified in the Oklahoma Statutes.

SECTION 8. Sections 2 through 6 of this act shall become effective July 1, 1992.

SECTION 9. It being immediately necessary for the preservation of the public peace, health and safety, an emergency is hereby declared to exist, by reason whereof this act shall take effect and be in full force from and after its passage and approval.

43-1-5463

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