

1 STATE OF OKLAHOMA

2 2nd Session of the 52nd Legislature (2010)

3 SUBCOMMITTEE RECOMMENDATION
4 FOR

5 HOUSE BILL NO. 2836

6 By: Sears

7 SUBCOMMITTEE RECOMMENDATION

8 An Act relating to schools; providing for creation of
9 a teacher performance pay pilot program; directing
10 the State Board of Education to establish a grant
11 award and program guidelines; stating eligibility
12 requirements for a grant; requiring development of a
13 teacher performance pay plan; listing components
14 required in a teacher performance pay plan; requiring
15 submission of certain evidence; directing the Board
16 to review and evaluate submitted plans; limiting
17 conditions for approval; requiring the Board to
18 provide certain notification for rejected plans;
19 directing the Board to award certain number of grants
20 by certain date; making award contingent upon
21 funding; specifying criteria for approval; providing
22 for three-year implementation; providing for
23 distribution of grants based on school district size;
24 requiring the Board to conduct an evaluation of the
program; specifying contents of the evaluation;
requiring submission of certain reports; directing
the Board to adopt rules; providing for codification;
providing an effective date; and declaring an
emergency.

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

22 SECTION 1. NEW LAW A new section of law to be codified
23 in the Oklahoma Statutes as Section 6-301 of Title 70, unless there
24 is created a duplication in numbering, reads as follows:

1 The State Board of Education shall:

2 1. Contingent upon the availability of funding, establish a
3 grant award as part of the teacher performance pay pilot program
4 created pursuant to this act under which an eligible school district
5 may receive a grant in the manner provided for in this act; and

6 2. Adopt program guidelines for school districts to follow in
7 developing a teacher performance pay plan as provided for in Section
8 2 of this act.

9 SECTION 2. NEW LAW A new section of law to be codified
10 in the Oklahoma Statutes as Section 6-302 of Title 70, unless there
11 is created a duplication in numbering, reads as follows:

12 A. To be eligible to receive a teacher performance pay grant,
13 the local school district shall develop a teacher performance pay
14 plan. The plan shall include measures for improving school
15 district, teacher, and student performance.

16 B. The teacher performance pay plan shall be approved by the
17 local school district board of education and have the following
18 components:

19 1. Measures of student academic growth and achievement
20 with performance goals and benchmarks for improvement for
21 individual students;

22 2. Measures of professional growth and development
23 with performance goals and benchmarks for improvement for
24 individual teachers; and

1 3. A review and evaluation tool to measure progress and success
2 of the plan.

3 C. A school district teacher performance pay plan shall be
4 submitted to the State Board of Education by December 31, 2010,
5 together with evidence:

6 1. That a minimum of four classroom teachers have been involved
7 in the development of the plan;

8 2. That the plan has been made available for public input,
9 review and comment; and

10 3. That the plan has been presented to the public at a
11 regularly scheduled meeting of the board of education.

12 D. The State Board of Education shall review and evaluate each
13 teacher performance pay plan submitted to the Board by March 31,
14 2011, and determine if the plan meets the program guidelines adopted
15 for local boards. The State Board shall approve a plan only if it
16 has been evaluated and determined to meet the program guidelines and
17 the requirements of this act. If the State Board rejects a plan, it
18 shall provide written notification to the local board along with the
19 grounds for rejection.

20 SECTION 3. NEW LAW A new section of law to be codified
21 in the Oklahoma Statutes as Section 6-304 of Title 70, unless there
22 is created a duplication in numbering, reads as follows:

23 A. By April 5, 2011, for the 2010-2011 school year, contingent
24 upon the appropriation of funds, the State Board of Education shall

1 award up to six grants to school districts that have submitted a
2 teacher performance pay plan and have received approval of the plan.
3 Each plan approved shall propose to use different approaches to
4 achieve improvement, measure improvement, and distribute performance
5 payments. Each approved school district shall be entitled to a
6 three-year grant award which shall be used to implement the plan
7 over a three-year period.

8 B. To the extent practicable based upon the number of teacher
9 performance pay plans submitted, the Board shall distribute the
10 grants based on school district size, with two grants awarded to
11 school districts with an average daily membership of less than one
12 thousand (1,000), two grants awarded to school districts with an
13 average daily membership of more than one thousand (1,000) but less
14 than eight thousand (8,000), and two grants awarded to school
15 districts with an average daily membership of more than eight
16 thousand (8,000).

17 C. To the extent practicable, the minimum performance payment
18 made to classroom teachers shall be an amount of not less than One
19 Thousand Dollars (\$1,000.00) per year.

20 SECTION 4. NEW LAW A new section of law to be codified
21 in the Oklahoma Statutes as Section 6-305 of Title 70, unless there
22 is created a duplication in numbering, reads as follows:

23 A. The State Board of Education shall conduct, or contract with
24 another entity to conduct, a comprehensive evaluation of the teacher

1 performance pay pilot program established pursuant to this act. The
2 evaluation shall include:

3 1. Detailed information regarding the distribution of
4 performance payments to classroom teachers under a teacher
5 performance pay plan system, including the measurements used by the
6 school districts in determining the amounts of payments; and

7 2. A comprehensive, quantitative analysis of the impact of the
8 plan on participating school districts, including the impact on key
9 objectives of the programs, specifically student achievement gains,
10 student attendance, student completion rates, teacher retention, and
11 teacher satisfaction.

12 B. Not later than December 1, 2013, the State Board shall
13 prepare a preliminary report describing the interim results of the
14 evaluation conducted in accordance with this section. Not later
15 than December 1, 2014, the State Board shall prepare and deliver to
16 each member of the Legislature a completed report describing the
17 results of the evaluation.

18 SECTION 5. NEW LAW A new section of law to be codified
19 in the Oklahoma Statutes as Section 6-306 of Title 70, unless there
20 is created a duplication in numbering, reads as follows:

21 The State Board of Education shall adopt rules necessary to
22 implement the teacher performance pay pilot program as provided for
23 in this act.

24 SECTION 6. This act shall become effective July 1, 2010.

1 SECTION 7. It being immediately necessary for the preservation
2 of the public peace, health and safety, an emergency is hereby
3 declared to exist, by reason whereof this act shall take effect and
4 be in full force from and after its passage and approval.

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