## Legislative Changes to Consider

In summary, consider revising MS 122A.40, Subd 5; MS 122A.40, Subd 8; MS 122A.41, Subd 2; and MS 122A.41, Subd 5 in the following ways will better define and support teacher growth and evaluation systems:

- 1. Clarify expectations for evaluating probationary teachers. Clarify the meaning of the word evaluate. Differentiate between evaluations and observations.
- Refine the requirements for the student achievement component (35%). Reflect recommended practices for using value-added data from multiple years for high-stakes decisions. Allow for additional flexibility for districts to measure student growth and teacher effectiveness beyond value-added scores based on MCA scores. Allow multiple measures aligned with MMR components.
- 3. Clarify the role of the portfolio option in relation to the summative evaluation. May a teacher submit the portfolio in place of the summative evaluation or may a teacher submit a portfolio as evidence for the summative evaluation?
- 4. Eliminate inconsistencies in language around professional learning communities, peer review, and peer coaching. Align or distinguish peer coaching and peer review processes.
- 5. More clearly define the role of peer review in the three-year growth and evaluation cycle, especially as it relates to student performance data (35%) and student engagement and connectedness data.
- 6. Be definitive about whether or not a teacher is assigned a performance rating each year in the three-year growth and evaluation cycle.
- 7. Offer further clarity regarding what constitutes the qualifications and training for evaluators and who defines qualifications and training.
- 8. Define more clearly the meaning and intent of "student engagement and connection" in teacher evaluation and more precisely how to measure it.
- 9. Define "teacher" as it relates to evaluation.
- 10. Include dedicated funding for local districts to implement teacher evaluation systems and to provide aligned professional growth activities.
- 11. Add provisions for local districts to submit local teacher growth and evaluation models and implementation plans to MDE for support and monitoring.
- 12. Correct 122A.41, Subd 5, Paragraph b, Clause 1 so that it cross-references Subd 2.