

FIRST REGULAR SESSION

# HOUSE BILL NO. 543

## 96TH GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVES FITZWATER (Sponsor), NANCE, REDMON, BLACK,  
NASHEED, LASATER AND TAYLOR (Co-sponsors).

0783L.011

D. ADAM CRUMBLISS, Chief Clerk

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### AN ACT

To amend chapter 168, RSMo, by adding thereto one new section relating to professional improvement plans for teachers and principals.

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*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Chapter 168, RSMo, is amended by adding thereto one new section, to be  
2 known as section 168.310, to read as follows:

**168.310. 1. The department of elementary and secondary education shall develop  
2 standards for professional improvement plans for teachers and principals no later than  
3 June 30, 2012. The standards shall be applicable to all public schools including charter  
4 schools and shall be developed to promote the ongoing development of knowledge and  
5 skills of teachers and principals. In developing such standards, the department shall  
6 involve representatives who are Missouri certified teachers, administrators, and others.**

**7 2. The purpose of the professional improvement plan is to assist the teacher in  
8 obtaining a satisfactory level of performance on any criterion as identified in subdivision  
9 (1) of subsection 3 of this section.**

**10 3. The process for development and implementation of improvement plans shall  
11 include but not be limited to the following:**

**12 (1) Identification of the performance-based teacher evaluation standard that needs  
13 improvement. Evaluation standards shall include but not be limited to the following  
14 criteria:**

**15 (a) Students of the teacher demonstrate appropriate progress that results in  
16 increased achievement and elimination of achievement disparities;**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

17 (b) The teacher delivers the district curriculum utilizing effective instructional  
18 strategies;

19 (c) The teacher creates an effective learning environment that results in student  
20 engagement;

21 (d) The teacher demonstrates reflective and positive collaborative practices  
22 resulting in improved instructional practice and attainment of board of education goals;

23 (2) Selection of specific criteria that the teacher needs to improve. These criteria  
24 shall be taken from the locally developed performance-based teacher evaluation required  
25 under section 168.128;

26 (3) Clearly defined obtainable goals based on SMART principles:

27 (a) S -- specific, sustainable;

28 (b) M -- measurable, meaningful;

29 (c) A -- attainable, agreed upon;

30 (d) R -- results-oriented, realistic;

31 (e) T -- time-based, trackable;

32 (4) Clearly defined obtainable objectives and procedures for achieving the  
33 objectives. The procedures for obtaining objectives shall include but not be limited to:

34 (a) A plan to expand the teacher's knowledge base;

35 (b) A plan for implementation;

36 (c) An analysis of the plan's impact on the teacher's performance and student  
37 success;

38 (d) Target dates.

39 4. Examples of the types of data that may be helpful in analyzing the  
40 accomplishment of objectives as described under subdivision (4) of subsection 3 of this  
41 section may include but are not limited to the following:

42 (1) Student achievement;

43 (2) Student feedback;

44 (3) Student behavior;

45 (4) Parental feedback;

46 (5) Survey data;

47 (6) Classroom observations;

48 (7) Teacher professional practices;

49 (8) Teacher reflection;

50 (9) Other indicators of student success.