

House Education Committee

**Written Testimony on HB 2634
School Employee Performance and Evaluation**

Cheryl L. Semmel, Executive Director

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Thank you for the opportunity to submit written testimony on HB 2634, a bill relating to school employee performance and evaluation.

Quality instruction and leadership is critical to the success of our students and recognize that the most significant factor in student achievement is the classroom teacher. The Excellence in Education act proposes changes to school employee performance and evaluation and addresses professional development and mentoring programs. We would like to offer the following comments for your consideration.

- **Professional Development and Mentoring.** Administrators know that quality instruction and leadership are critical to the support of our students and we believe that quality mentoring and professional development opportunities are critical to the success of our teachers and administrators. **We support funding professional development for teachers and administrators.**
- **Teacher Evaluation.** USA|Kansas has been working with the Kansas State Department of Education (KSDE), Kansas National Education Association (KNEA) and Kansas Association of School Boards (KASB) on the Kansas Educator Evaluation Protocol (KEEP) program. The KEEP process is intended to, among other things, serve as a guide to improve effectiveness as an educator and to guide professional learning and provide opportunities for personal and professional growth.

An important part of the development of KEEP is a shared understanding that while student achievement should be part of the evaluation process, we do not believe that a single test or measure should be the sole indicator of student growth. There are many factors that contribute to student success over time.

KEEP is currently being piloted in 17 districts; in some districts this is only being piloted with teachers and in other cases it is being used for both teachers and principals. One district in Kansas is using it to evaluate teacher, principals and the superintendent.

Before full-scale implementation or adoption, we believe it is important to evaluate the results of the pilot program, develop guidelines and assess its impact. **We encourage the Legislature to allow KSDE and educators to continue their work and report back on the progress of the pilot program and next steps.**

Again, we appreciate the opportunity to provide feedback on the Teacher Evaluation and Certification portion of the Excellence in Education Act. Administrators take seriously the responsibility of evaluating teacher performance in a professional manner and believe that, when conducted appropriately, evaluations can provide valuable feedback that can be used to improve performance.

The mission of United School Administrators of Kansas (USA|Kansas), through collaboration of member associations, is to serve, support, and develop educational leaders and to establish USA|Kansas as a significant force to improve education.

Kansas Association of Elementary School Principals
Kansas Association of Middle School Administrators
Kansas Association of School Business Officials
Kansas Association of School Personnel Administrators
Kansas Association for Supervision and Curriculum Development
Kansas Association of Special Education Administrators
Kansas Association of Secondary School Principals
Kansas Council of Career and Technical Education Administrators
Kansas School Public Relations Association
Kansas School Superintendents' Association