

REFERENCE TITLE: schools; career ladder reforms

State of Arizona
Senate
Forty-eighth Legislature
First Regular Session
2007

SB 1626

Introduced by
Senator Johnson

AN ACT

AMENDING SECTION 15-918.02, ARIZONA REVISED STATUTES; MAKING AN
APPROPRIATION; RELATING TO CAREER LADDER PROGRAMS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Section 15-918.02, Arizona Revised Statutes, is amended to
3 read:

4 15-918.02. Career ladder program: requirements: optional
5 component

6 A. To receive approval to budget for a career ladder program as
7 provided in this article, a school district's career ladder program or the
8 district's plan for the implementation of its program must contain at least
9 the following components:

10 1. A structure which provides teachers with opportunities for
11 professional career advancement based primarily on improved or advanced
12 teaching skills, evidence of pupil academic progress and higher level
13 instructional responsibilities. Advancement shall not be based on years of
14 teaching experience or the number of educational credits earned.

15 2. Provisions requiring all teachers new to the district to be
16 evaluated for the career ladder program.

17 3. Provisions for ensuring that the placement of teachers on the
18 career ladder shall be based on more than one measure of teacher performance
19 incorporating the areas of instructional performance and pupil academic
20 progress and requirements for higher level instructional responsibilities.
21 The following specific requirements shall exist:

22 (a) The evaluation of teacher performance shall be based on an
23 evaluation system as provided in section 15-537 and shall include at least
24 the following:

25 (i) A minimum of one evaluation that consists of both announced and
26 unannounced observations of teacher performance.

27 (ii) Procedures for ongoing review and refinement of the evaluation
28 instruments and procedures, including a process for establishing inter-rater
29 reliability among all evaluators.

30 (iii) Increasingly higher levels of instructional criteria against
31 which teachers are evaluated for placement on higher career ladder levels.

32 (iv) Provisions for formative evaluations and other opportunities for
33 improvement of teacher performance.

34 (b) The evaluation of a teacher's pupil academic progress shall
35 include at least the following:

36 (i) Specific criteria and requirements for the demonstration of pupil
37 academic progress for placement at each level of the career ladder. Teachers
38 shall be required to demonstrate increasingly higher levels of pupil academic
39 progress for placement at the higher levels of the career ladder.

40 (ii) The use of various methods of assessment which have been
41 established by the district for the evaluation of pupil progress. A variety
42 of evaluation procedures may be used depending on the grade levels and the
43 academic disciplines involved. The system must evaluate the teacher in terms
44 of pupil progress as opposed to absolute performance which does not take into
45 account entering ability.

1 (iii) Specific district procedures for the review and refinement of
2 pupil academic progress criteria, assessments and procedures. Means for
3 measuring pupil progress and the methodology for incorporating this
4 information into the teacher's placement on the ladder must be consistent for
5 all teachers.

6 (c) The requirement that teachers must perform higher level
7 instructional responsibilities as part of placement at the highest career
8 ladder levels. In addition to these higher level instructional
9 responsibilities required for placement, districts may utilize monies
10 budgeted for the career ladder program to support additional higher level
11 instructional responsibilities for teachers placed on the career ladder.

12 4. Provisions for the placement of teachers on the career ladder
13 include at least the following:

14 (a) Specific criteria for placement at each level and step on the
15 ladder.

16 (b) More than one person who is responsible for determining the
17 placement of the teacher on the ladder.

18 (c) An appeal process which includes both teachers and administrators
19 to review situations in which teachers disagree with their placement.

20 (d) Procedures for ensuring the fair and objective placement of
21 teachers on the career ladder including the establishment of inter-rater
22 reliability among persons responsible for determining placement.

23 ~~5. The program shall utilize a compensation system which is based on a
24 completely restructured salary schedule in which a salary range is
25 established for each career ladder level and a salary is set for each step
26 within a level. The salary range established for a teacher is determined by
27 that teacher's performance and subsequent career ladder placement and not by
28 that teacher's salary at the time of placement. The compensation system must
29 be based on equal pay for equal performance and shall not be the traditional
30 schedule based on experience and education with additional stipends for
31 career ladder placement. If participation in the career ladder program is
32 optional for teachers already teaching in the district when the program is
33 implemented, the traditional salary schedule may be retained for those
34 teachers who choose not to participate in the program.~~

35 ~~6.~~ 5. The program shall include provisions for the administration of
36 the career ladder program which include the establishment of at least the
37 following:

38 (a) A steering committee composed of teachers, administrators, board
39 members and parents to assist in the development and refinement of the
40 district's career ladder program.

41 (b) Procedures to allow for regular communication of information
42 related to the district's career ladder program, including formalized
43 procedures for teacher, administrator and community input.

1 (c) Provisions for adequate program management in which the district
2 recognizes the additional responsibilities associated with the management of
3 the program and assigns this task to a person or group of people.

4 (d) Provisions to provide additional support to building level
5 administrators in recognition of the additional responsibilities associated
6 with the evaluation of teachers for the career ladder program.

7 ~~7.~~ 6. The program shall include provisions for the periodic review
8 and evaluation of the district's career ladder program and procedures for
9 refining program components based on the evaluation results.

10 ~~8.~~ 7. The program shall include provisions for providing appropriate
11 amounts and types of staff development for teachers and administrators on the
12 requirements of the career ladder program and assistance in improving
13 performance.

14 B. In addition to the requirements of subsection A of this section,
15 the program may include additional incentive components in which awards are
16 based upon group, team, school, ~~or~~ district performance, except that awards
17 shall not be based upon extra pay for extra work. Monies budgeted for the
18 career ladder program may be used to support these additional incentive
19 components. These components may provide performance rewards to a single
20 school regardless of whether the components are provided to other schools in
21 the district or to employees regardless of whether they are participating in
22 the main career ladder program as prescribed in subsection A of this
23 section. Examples of incentive components that may be included pursuant to
24 this subsection are as follows:

25 1. A system for basing rewards on improved performance of a school on
26 the measures included in the school's ~~report-card~~ REPORTS as provided in
27 section 15-743, subsection A, or other objective measures.

28 2. A system ~~which~~ THAT is based on principles of effective
29 organizations, teamwork, parental and pupil involvement and support of
30 teachers, ~~AND~~ that utilizes measures of quality including parental
31 satisfaction or rating of educational quality, teacher job satisfaction or
32 rating of support and pupil satisfaction with the quality of education being
33 received.

34 C. Each district that includes an additional incentive component as
35 provided in subsection B of this section shall develop an assessment plan for
36 the measures of performance by November 1 of each year. Monies used for the
37 planning and development of the additional incentive components shall not
38 exceed five per cent of the monies that are allocated for the additional
39 incentive components.

40 D. A CAREER LADDER PROGRAM THAT MEETS THE REQUIREMENTS OF THIS SECTION
41 ALSO MEETS THE REQUIREMENTS OF SECTION 15-977, SUBSECTIONS B THROUGH E.

42 Sec. 2. Appropriation; career ladder programs; exemption

43 A. The sum of \$5,000,000 is appropriated from the state general fund
44 in fiscal year 2007-2008 to the department of education to cover the costs of
45 state aid for equalization assistance for education for additional school

1 districts that are approved to budget for the development phase of the career
2 ladder program.

3 B. The appropriation made in subsection A of this section authorizes
4 the state board of education to approve additional school districts to budget
5 for a career ladder program in fiscal year 2007-2008 and thereafter, as
6 provided by Laws 1990, chapter 319, section 16, as amended by Laws 1992,
7 chapter 246, section 3.

8 C. The appropriation made in subsection A of this section is exempt
9 from the provisions of section 35-190, Arizona Revised Statutes, relating to
10 lapsing of appropriations.