



**SENATE SUBSTITUTE AMENDMENT 1,
TO 2009 SENATE BILL 437**

April 14, 2010 – Offered by COMMITTEE ON EDUCATION.

1 **AN ACT** *to amend* 119.04 (1); and *to create* 118.24 (10), 118.42, 119.16 (3m), (9),
2 and (11) to (14), 119.315, 121.006 (1) (c) and 121.006 (2) (d) of the statutes;
3 **relating to:** low-performing schools and school districts, prohibiting tenure for
4 principals and assistant principals, authorizing the state superintendent of
5 public instruction to intervene in a school district under certain conditions, and
6 requiring the exercise of rule-making authority.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

7 **SECTION 1.** 118.24 (10) of the statutes is created to read:

8 118.24 **(10)** No principal or assistant principal may be granted tenure or
9 permanent employment.

10 **SECTION 2.** 118.42 of the statutes is created to read:

11 **118.42 Low-performing school districts and schools; state**
12 **superintendent interventions. (1)** If the state superintendent determines that

1 a school district has been in need of improvement for 4 consecutive school years, the
2 school board shall do all of the following:

3 (a) Employ a standard, consistent, research-based curriculum that is aligned
4 with the state's model academic standards, as determined by the state
5 superintendent, and across grades in all schools.

6 (b) Use pupil academic performance data, including data indicating
7 improvement in pupil academic achievement and English language acquisition, to
8 differentiate instruction to meet individual pupil needs. To the extent practicable,
9 the school board shall assess pupils in the language and form most likely to yield
10 accurate data.

11 (c) Implement for all pupils a system of academic and behavioral supports and
12 early interventions, including diagnostic assessments, instruction in core academic
13 subjects, different instructional strategies for different pupils, and strategies to
14 improve reading and mathematics instruction and promote positive behavior.

15 (d) Provide additional learning time to address the academic needs of pupils
16 who are struggling academically, including pupils whose proficiency in English is
17 limited. The additional learning time may include an extended school day, an
18 extended school year, summer school, or intersession courses.

19 **(2)** If the state superintendent determines that a public school was in the
20 lowest performing 5 percent of all public schools in the state in the previous school
21 year and is located in a school district that has been in need of improvement for 4
22 consecutive school years, the school board shall do all of the following in the school:

23 (a) Use rigorous and equitable performance evaluation systems for teachers
24 and principals that include all of the following:

1 1. Annual performance evaluations; multiple rating categories; multiple rating
2 criteria, including improvement in pupil academic achievement as a significant
3 factor; observation–based performance assessments; and an up–to–date collection of
4 professional practice materials. The school board shall ensure that improvement in
5 pupil academic achievement is based on at least 2 measures.

6 2. A method of identifying mitigating factors, such as a high rate of pupil
7 mobility, large class size, insufficient preparation time, insufficient paraprofessional
8 support, insufficient professional development, and insufficient resources or
9 support, that could affect a teacher’s or principal’s performance.

10 (b) Adopt a policy establishing criteria for evaluating whether the distribution
11 of teachers and principals within the affected schools relative to the distribution of
12 teachers and principals throughout the school district, based upon their
13 qualifications and effectiveness, is equitable. Using the criteria, the school board
14 shall determine whether the distribution of principals and teachers is equitable. If
15 the school board determines that the distribution is inequitable, the school board
16 shall do all of the following:

17 1. Perform a comprehensive review of current policies and constraints that
18 prevent low–performing schools from recruiting, placing, and retaining effective
19 teachers and principals, and implement strategies to eliminate those policies and
20 constraints.

21 2. Provide additional support to teachers and principals, which may include
22 professional development that is incorporated into their work and tuition
23 reimbursement for courses related to their professional duties.

24 (c) Establish teacher and principal improvement programs that include all of
25 the following:

1 1. Supplemental mentoring for those with emergency licenses or permits.

2 2. Opportunities to pursue other professional certifications, including
3 certification by the National Board for Professional Teaching Standards.

4 3. Annually, at least 60 hours of professional development that is incorporated
5 into their work. The school board shall consult with teachers and principals on the
6 content of the professional development.

7 4. A joint labor–management program designed to objectively identify teachers
8 and principals who demonstrate serious performance deficiencies and provide them
9 with opportunities for improvement, including weekly observation, mentoring,
10 ongoing conferences, modeling, and professional development. The school board
11 shall offer career counseling and other career transition benefits to those teachers
12 and principals who continue to demonstrate performance deficiencies.

13 (d) Adopt placement criteria for principals that include performance
14 evaluations and measures of pupil academic achievement.

15 **(3)** (a) If the state superintendent determines that a school district has been
16 in need of improvement for 4 consecutive school years, the state superintendent may,
17 after consulting with the school board, the school district superintendent, and
18 representatives of each labor organization representing school district employees,
19 direct the school board to do one or more of the following in the school district:

20 1. Implement or modify activities described in sub. (1) (a) to (d).

21 2. Implement a new or modified instructional design, which may include
22 expanded school hours or additional pupil supports and services.

23 3. Implement professional development programs that focus on improving
24 pupil academic achievement.

1 4. Implement changes in administrative and personnel structures that are
2 consistent with applicable collective bargaining agreements.

3 5. Adopt accountability measures to monitor the school district's finances or to
4 monitor other interventions directed by the state superintendent under subds. 1. to
5 4.

6 (b) If the state superintendent determines that a public school is located in a
7 school district that has been in need of improvement for 4 consecutive school years,
8 and that the school has been in need of improvement for 5 consecutive school years
9 or was among the lowest performing 5 percent of all public schools in the state in the
10 previous school year, the state superintendent may, after consulting with the school
11 board, the school district superintendent, and representatives of each labor
12 organization representing school district employees, direct the school board to do one
13 or more of the following in the school:

14 1. Implement a new or modified instructional design, which may include
15 expanded school hours or additional pupil supports and services.

16 2. Create a school improvement council consisting of the state superintendent
17 or his or her designee, the school district or school board president or his or her
18 designee, the school district administrator or his or her designee, the school principal
19 or his or her designee, and representatives of each labor organization representing
20 school district employees, to make recommendations to the state superintendent
21 regarding improving the school.

22 (c) 1. If the state superintendent issues a directive under par. (a) or (b), he or
23 she shall do all of the following:

24 a. Notify the legislature's education committees under s. 13.172 (3) and each
25 legislator whose legislative district includes any portion of the school district.

1 b. Provide a system of support and improvement, including technical
2 assistance, to the school board.

3 2. If a school board receives a directive from the state superintendent under
4 par. (a) or (b), the school board shall seek input from school district staff, parents, and
5 community leaders on implementing the directive.

6 **(4)** The state superintendent shall promulgate rules establishing criteria and
7 procedures for determining whether a school or school district is in need of
8 improvement and whether a school is among the lowest performing 5 percent of all
9 public schools in the state, for the purposes of this section.

10 **(5)** Nothing in this section alters or otherwise affects the rights or remedies
11 afforded school districts and school district employees under federal or state law or
12 under the terms of any applicable collective bargaining agreement.

13 **SECTION 3.** 119.04 (1) of the statutes, as affected by 2009 Wisconsin Acts 60 and
14 96, is amended to read:

15 119.04 **(1)** Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),
16 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,
17 115.345, 115.361, 115.365 (3), 115.38 (2), 115.445, 115.45, 118.001 to 118.04, 118.045,
18 118.06, 118.07, 118.075, 118.10, 118.12, 118.125 to 118.14, 118.145 (4), 118.15,
19 118.153, 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.225, 118.24
20 (1), (2) (c) to (f), (6) ~~and~~, (8), and (10), 118.255, 118.258, 118.291, 118.30 to 118.43,
21 118.51, 118.52, 118.55, 120.12 (5) and (15) to (25), 120.125, 120.13 (1), (2) (b) to (g),
22 (3), (14), (17) to (19), (26), (34), (35), (37), (37m), and (38), 120.14, 120.21 (3), and
23 120.25 are applicable to a 1st class city school district and board.

24 **SECTION 4.** 119.16 (3m), (9), and (11) to (14) of the statutes are created to read:

1 **119.16 (3m) MASTER FACILITIES PLAN.** (a) By July 1, 2011, the board shall
2 evaluate all school buildings in the school district operating under this chapter
3 according to the criteria established under par. (b), and shall develop a master plan
4 governing the use, repair, renovation, and demolition of buildings in the school
5 district.

6 (b) The board shall establish criteria to evaluate the safety, structural integrity,
7 utility, and costs of maintenance and repair of school buildings in the school district.
8 Subject to the requirements under sub. (10), the criteria shall include consideration
9 of the advantages and disadvantages of repairing versus demolishing older buildings
10 having high maintenance or operating costs.

11 **(9) SCHOOL BUDGET.** Annually, the board shall prepare a budget for each school
12 in the school district operating under this chapter.

13 **(11) COMPREHENSIVE PROGRAMS.** The board shall collaborate with nonprofit
14 organizations and government agencies to provide pupils with comprehensive social
15 services and educational support, which may include a program that offers
16 comprehensive services that address the needs of children and youth from before the
17 time they are born through postsecondary education.

18 **(12) ALTERNATIVE ROUTES TO GRADUATION.** The board shall provide alternative
19 methods of attaining a high school diploma for those pupils who are unlikely to
20 graduate in the traditional manner, including a program allowing a pupil or former
21 pupil to retake a course in which he or she was not initially successful.

22 **(13) RESEARCH CONSORTIUM.** If the board determines that sufficient state or
23 federal aid or private funding is available for this purpose, the board shall participate
24 in an educational research consortium, similar to the Consortium on Chicago School
25 Research and the Boston Plan for Excellence, to provide research and policy

1 recommendations, including recommendations addressing pupil literacy and
2 academic achievement, to the department, the board, and the legislature. In
3 addition, the research consortium shall make its recommendations publicly
4 available.

5 (14) PARENT SURVEY. Annually, the board shall conduct a survey of parents of
6 pupils enrolled in the school district operating under this chapter and use the results
7 of the survey to develop or modify parent involvement and school improvement
8 plans, which may include school-based community resource centers, regularly
9 scheduled public meetings, or parent education classes.

10 SECTION 5. 119.315 of the statutes is created to read:

11 **119.315 Science, technology, engineering, and mathematics pilot**
12 **programs for pupils in grades kindergarten to 5.** If the board determines that
13 state or federal aid is available, any school in the city that enrolls pupils in grades
14 kindergarten to 5 is eligible to apply to the board for funding to participate in a pilot
15 program designed to develop innovative instructional programs in science,
16 technology, engineering, and mathematics; support pupils who are typically
17 under-represented in these subjects; and increase the academic achievement of
18 pupils in those subjects.

19 SECTION 6. 121.006 (1) (c) of the statutes is created to read:

20 121.006 (1) (c) If the state superintendent withholds state aid from a school
21 district under this subsection, the school board may request a hearing under s.
22 227.42.

23 SECTION 7. 121.006 (2) (d) of the statutes is created to read:

24 121.006 (2) (d) Comply with a directive issued by the state superintendent
25 under s. 118.42 (3) (a) or (b).

1 **SECTION 8. Nonstatutory provisions.**

2 (1) RULES. In promulgating the rules required under section 118.42 (4) of the
3 statutes, as created by this act, the state superintendent of public instruction shall
4 consult with the school district or school board president, the school district
5 administrator, and labor organizations representing employees, of each school
6 district that the state superintendent determines is immediately affected by section
7 118.42 of the statutes, as created by this act, and legislators whose legislative
8 districts include any portion of each such school district.

9 **SECTION 9. Initial applicability.**

10 (1) The treatment of section 118.24 (10) of the statutes first applies to contracts
11 entered into, modified, or renewed on the effective date of this subsection.

12

(END)