

## 2009 DRAFTING REQUEST

### Senate Substitute Amendment (SSA-SB437)

Received: 04/15/2010

Received By: pgrant

Wanted: As time permits

Companion to LRB:

For: Glenn Grothman (608) 266-7513

By/Representing:

May Contact:

Drafter: pgrant

Subject: Education - school boards  
Education - state superintendent

Addl. Drafters:

Extra Copies: TKK

Submit via email: YES

Requester's email: Sen.Grothman@legis.wisconsin.gov

Carbon copy (CC:) to:

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#### Pre Topic:

No specific pre topic given

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#### Topic:

State superintendent interventions; teacher contracts

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#### Instructions:

See attached

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#### Drafting History:

| <u>Vers.</u> | <u>Drafted</u>       | <u>Reviewed</u>       | <u>Typed</u>           | <u>Proofed</u> | <u>Submitted</u>      | <u>Jacketed</u>       | <u>Required</u> |
|--------------|----------------------|-----------------------|------------------------|----------------|-----------------------|-----------------------|-----------------|
| /?           | pgrant<br>04/15/2010 | nmatzke<br>04/15/2010 |                        | _____          |                       |                       |                 |
| /1           | pgrant<br>04/15/2010 | bkraft<br>04/15/2010  | rschluet<br>04/15/2010 | _____          | cduerst<br>04/15/2010 | cduerst<br>04/15/2010 |                 |
| /2           |                      |                       | rschluet<br>04/15/2010 | _____          | lparisi<br>04/15/2010 | lparisi<br>04/15/2010 |                 |

FE Sent For:

<END>

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| /?           | pgrant<br>04/15/2010 | nmatzke<br>04/15/2010 |                       | _____          |                       |                       |                 |
| /1           |                      |                       | rschlue<br>04/15/2010 | _____          | cduerst<br>04/15/2010 | cduerst<br>04/15/2010 |                 |

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12 bjk 4/15

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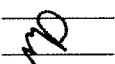
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|--------------|----------------|-----------------|---|---|------------------|-----------------|-----------------|
| /?           | pgrant         | /1 nwn<br>4/15  |  |  |                  |                 |                 |

FE Sent For:

<END>



State of Wisconsin  
2009 - 2010 LEGISLATURE

NOW

LRBs0386/1  
PG:cjs:md

LRBs0438/

PC:mwn:

SENATE SUBSTITUTE AMENDMENT 1,  
TO 2009 SENATE BILL 437

SA ✓

April 14, 2010 - Offered by COMMITTEE ON EDUCATION.

Reger.

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.

1-5 ✓

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

1-6 →

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, 118.22<sup>5</sup>, 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.

9-11 →  
12

(END)



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

THAW  
Auto #'s

April 15, 2010 - Offered by Senator Grothman.

\*\*\* AUTHORS SUBJECT TO CHANGE \*\*\*

1 At the locations indicated, amend the substitute amendment as follows:

2 **1.** Page 1, line 5: after "conditions," insert "the terms of teacher employment  
3 contracts".

4 **2.** Page 1, line 7: before that line insert:

5 "~~SECTION 118.22~~ 111.70 (4) (m) 5. of the statutes is created to read:

6 111.70 (4) (m) 5. Any reason for renewal or nonrenewal of a contract under s.  
7 118.22.

8 ~~SECTION 118.22~~ 118.22 (1) (a) and (b) of the statutes are amended to read:

9 118.22 (1) (a) "Board" means a school board, technical college district board,  
10 board of control of a cooperative educational service agency or county children with  
11 disabilities education board, but does not include any board of school directors in a  
12 city of the 1st class.

1-5

1-6

1 (b) "Teacher" means any person who holds a teacher's certificate or license  
2 issued by the state superintendent or a classification status under the technical  
3 college system board and whose legal employment requires such certificate, license  
4 or classification status, but does not include part-time teachers ~~or teachers~~  
5 ~~employed by any board of school directors in a city of the 1st class.~~

6 SECTION ~~11~~. 118.22 (1m) of the statutes is created to read:

7 118.22 (1m) (a) Except as provided under par. (b), the term of each teacher's  
8 contract entered into by a board shall be one year.

9 (b) After a teacher's continuous employment by a board for 5 years, the term  
10 of the teacher's contract shall be 2 years. The term of a contract of a teacher who has  
11 been continuously employed by a board for 5 or more years as of the effective date  
12 of this paragraph .... [LRB inserts date], shall be 2 years.

13 SECTION ~~11~~. 118.22 (2) of the statutes is amended to read:

14 118.22 (2) On or before March 15 of the school last year ~~during which~~ of a  
15 ~~teacher holds a~~ teacher's contract, the board by which the teacher is employed or an  
16 employee at the direction of the board shall give the teacher written notice of renewal  
17 or refusal to renew the teacher's contract ~~for the ensuing school year~~. If no such  
18 notice is given on or before March 15, the contract then in force shall continue for the  
19 ensuing school year, or for the ensuing 2 school years if the teacher has been  
20 employed continuously by the board for 5 or more years. A teacher who receives a  
21 notice of renewal of contract ~~for the ensuing school year~~, or a teacher who does not  
22 receive a notice of renewal or refusal to renew the teacher's contract ~~for the ensuing~~  
23 school year on or before March 15 of the last year of the contract, shall accept or reject  
24 in writing such contract not later than the following April 15. No teacher may be  
25 employed or dismissed except by a majority vote of the full membership of the board.

16

1 A refusal to renew a teacher's contract may not be for arbitrary or capricious reasons.

2 Nothing in this section prevents the modification or termination of a contract by  
3 mutual agreement of the teacher and the board. No such board may enter into a  
4 contract of employment with a teacher for any period of time as to which the teacher  
5 is then under a contract of employment with another board.

6 SECTION ~~1~~. 118.22 (3) of the statutes is amended to read:

7 118.22 (3) At least 15 days prior to giving written notice of refusal to renew a  
8 teacher's contract ~~for the ensuing school year~~, the employing board shall inform the  
9 teacher by preliminary notice in writing that the board is considering nonrenewal  
10 of the teacher's contract and that, if the teacher files a request therefor with the  
11 board within 5 days after receiving the preliminary notice, the teacher has the right  
12 to a private conference with the board ~~prior to~~ before being given written notice of  
13 refusal to renew the teacher's contract.

14 SECTION ~~1~~.w. 118.22 (4) of the statutes is amended to read:

15 118.22 (4) ~~A~~ Except as provided in s. 111.70 (4) (m) 5., a collective bargaining  
16 agreement may modify, waive or replace any of the provisions of this section as they  
17 apply to teachers in the collective bargaining unit, but neither the employer nor the  
18 bargaining agent for the employees is required to bargain such modification, waiver  
19 or replacement.

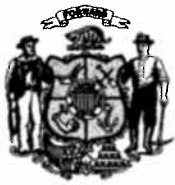
20 ~~3. Page 1, line 7: delete "SECTION 1" and substitute "SECTION 1y".~~

21 ~~4. Page 6, line 19: after "118.20," insert "118.22."~~

22 ~~5. Page 9, line 11: after that line insert:~~







Stays

NOW

SENATE SUBSTITUTE AMENDMENT,  
TO 2009 SENATE BILL 437

SA-

regen

1 AN ACT *to amend* 118.22 (1) (a) and (b), 118.22 (2), 118.22 (3), 118.22 (4) and  
2 119.04 (1); and *to create* 111.70 (4) (m) 5., 118.22 (1m), 118.24 (10), 118.42,  
3 119.16 (3m), (9), and (11) to (14), 119.315, 121.006 (1) (c) and 121.006 (2) (d) of  
4 the statutes; **relating to:** low-performing schools and school districts,  
5 prohibiting tenure for principals and assistant principals, authorizing the state  
6 superintendent of public instruction to intervene in a school district under  
7 certain conditions, ~~the terms of teacher employment contracts,~~ and requiring  
8 the exercise of rule-making authority.

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

9 SECTION 1. 111.70 (4) (m) 5. of the statutes is created to read:  
10 111.70 (4) (m) 5. Any reason for renewal or nonrenewal of a contract under s.  
11 118.22.

personnel changes

1           **SECTION 2.** 118.22 (1) (a) and (b) of the statutes are amended to read:

2           118.22 (1) (a) “Board” means a school board, technical college district board,  
3 board of control of a cooperative educational service agency or county children with  
4 disabilities education board, ~~but does not include any board of school directors in a~~  
5 ~~city of the 1st class.~~

6           (b) “Teacher” means any person who holds a teacher’s certificate or license  
7 issued by the state superintendent or a classification status under the technical  
8 college system board and whose legal employment requires such certificate, license  
9 or classification status, but does not include part-time teachers ~~or teachers~~  
10 ~~employed by any board of school directors in a city of the 1st class.~~

11           **SECTION 3.** 118.22 (1m) of the statutes is created to read:

12           118.22 (1m) (a) Except as provided under par. (b), the term of each teacher’s  
13 contract entered into by a board shall be one year.

14           (b) After a teacher’s continuous employment by a board for 5 years, the term  
15 of the teacher’s contract shall be 2 years. The term of a contract of a teacher who has  
16 been continuously employed by a board for 5 or more years as of the effective date  
17 of this paragraph .... [LRB inserts date], shall be 2 years.

18           **SECTION 4.** 118.22 (2) of the statutes is amended to read:

19           118.22 (2) On or before March 15 of the school last year ~~during which of~~ a  
20 ~~teacher holds a~~ teacher’s contract, the board by which the teacher is employed or an  
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22 or refusal to renew the teacher’s contract ~~for the ensuing school year.~~ If no such  
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24 ensuing school year, or for the ensuing 2 school years if the teacher has been  
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3 ~~school year~~ on or before March 15 of the last year of the contract, shall accept or reject  
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11 **SECTION 5.** 118.22 (3) of the statutes is amended to read:

12 118.22 (3) At least 15 days prior to giving written notice of refusal to renew a  
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23 bargaining agent for the employees is required to bargain such modification, waiver  
24 or replacement.

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

1           118.24 (10) No principal or assistant principal may be granted tenure or  
2 permanent employment.

3           **SECTION 8.** 118.42 of the statutes is created to read:

4           **118.42 Low-performing school districts and schools; state**  
5 **superintendent interventions.** (1) If the state superintendent determines that  
6 a school district has been in need of improvement for 4 consecutive school years, the  
7 school board shall do all of the following:

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

11           (b) Use pupil academic performance data, including data indicating  
12 improvement in pupil academic achievement and English language acquisition, to  
13 differentiate instruction to meet individual pupil needs. To the extent practicable,  
14 the school board shall assess pupils in the language and form most likely to yield  
15 accurate data.

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

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

24           (2) If the state superintendent determines that a public school was in the  
25 lowest performing 5 percent of all public schools in the state in the previous school

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

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

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

10 2. A method of identifying mitigating factors, such as a high rate of pupil  
11 mobility, large class size, insufficient preparation time, insufficient paraprofessional  
12 support, insufficient professional development, and insufficient resources or  
13 support, that could affect a teacher's or principal's performance.

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

21 1. Perform a comprehensive review of current policies and constraints that  
22 prevent low-performing schools from recruiting, placing, and retaining effective  
23 teachers and principals, and implement strategies to eliminate those policies and  
24 constraints.

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

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

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

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

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

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

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

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

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

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

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

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

7           5. Adopt accountability measures to monitor the school district's finances or to  
8 monitor other interventions directed by the state superintendent under subds. 1. to  
9 4.

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

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

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



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

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

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

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

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

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

17 **SECTION 9.** 119.04 (1) of the statutes, as affected by 2009 Wisconsin Acts 60 and  
18 96, is amended to read:

19 119.04 (1) Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),  
20 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,  
21 115.345, 115.361, 115.365 (3), 115.38 (2), 115.445, 115.45, 118.001 to 118.04, 118.045,  
22 118.06, 118.07, 118.075, 118.10, 118.12, 118.125 to 118.14, 118.145 (4), 118.15,  
23 118.153, 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.22, 118.225,  
24 118.24 (1), (2) (c) to (f), (6) ~~and~~, (8), and (10), 118.255, 118.258, 118.291, 118.30 to  
25 118.43, 118.51, 118.52, 118.55, 120.12 (5) and (15) to (25), 120.125, 120.13 (1), (2) (b)

1 to (g), (3), (14), (17) to (19), (26), (34), (35), (37), (37m), and (38), 120.14, 120.21 (3),  
2 and 120.25 are applicable to a 1st class city school district and board.

3 **SECTION 10.** 119.16 (3m), (9), and (11) to (14) of the statutes are created to read:

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

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

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

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

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

1           **(13) RESEARCH CONSORTIUM.** If the board determines that sufficient state or  
2 federal aid or private funding is available for this purpose, the board shall participate  
3 in an educational research consortium, similar to the Consortium on Chicago School  
4 Research and the Boston Plan for Excellence, to provide research and policy  
5 recommendations, including recommendations addressing pupil literacy and  
6 academic achievement, to the department, the board, and the legislature. In  
7 addition, the research consortium shall make its recommendations publicly  
8 available.

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

14           **SECTION 11.** 119.315 of the statutes is created to read:

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

23           **SECTION 12.** 121.006 (1) (c) of the statutes is created to read:

