



# State of Wisconsin

LEGISLATIVE REFERENCE BUREAU

## **RESEARCH APPENDIX - PLEASE DO NOT REMOVE FROM DRAFTING FILE**

Date Transfer Requested: 02/09/2011 (Per: PG)

### Compile Draft – Appendix D ... Part II

A ☞ The 2011 drafting file for  
LRB-3476

C ☞ The 2011 drafting file for  
LRB-3740

B ☞ The 2011 drafting file for  
LRB-3738

D ☞ The 2011 drafting file for  
LRB-3814

**2011 LRB-3814**

has been transferred to the drafting file for

**2011 LRB-4017**



State of Wisconsin  
2011 - 2012 LEGISLATURE



LRB-3814/P2  
TKK:jld:jm

**PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION**

mark-up provided by DPI  
at meeting on 1/26/12

1 AN ACT *to amend* 115.28 (7) (a), 115.28 (7) (e) 2. and 119.04 (1); and *to create*  
2 115.28 (7g) and 120.12 (2m) of the statutes; **relating to:** grading teacher  
3 preparatory programs, evaluating educator effectiveness, and requiring the  
4 exercise of rule-making authority.

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***Analysis by the Legislative Reference Bureau***

This is a preliminary draft. An analysis will be provided in a subsequent version of this draft.

For further information see the ***state and local*** fiscal estimate, which will be printed as an appendix to this bill.

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

5 SECTION 1. 115.28 (7) (a) of the statutes is amended to read:  
6 115.28 (7) (a) License all teachers for the public schools of the state; make rules  
7 establishing standards of attainment and procedures for the examination and  
8 licensing of teachers within the limits prescribed in ss. 118.19 (2) and (3), 118.192,

1 and 118.195; prescribe by rule standards, requirements, and procedures for the  
2 approval of teacher preparatory programs leading to licensure, including a  
3 requirement that, beginning on July 1, 2015, and annually thereafter, each teacher  
4 preparatory program located in this state shall submit to the department a list of  
5 graduates from the program's most recently completed term or semester; file in the  
6 state superintendent's office all papers relating to state teachers' licenses; and  
7 register each such license.

8 SECTION 2. 115.28 (7) (e) 2. of the statutes is amended to read:

9 115.28 (7) (e) 2. Promulgate rules establishing requirements for licensure as  
10 an alternative education program teacher and for the approval of teacher education  
11 programs leading to licensure as an alternative education program teacher. The  
12 rules shall include a requirement that each teacher education program described in  
13 this subdivision and located in this state shall, beginning on July 1, 2014, and  
14 annually thereafter, submit to the department a list of graduates, together with their  
15 date of graduation, from each term or semester of the program's most recently  
16 completed academic year. The rules shall encompass the teaching of multiple  
17 subjects or grade levels or both, as determined by the state superintendent. The  
18 rules may require teacher education programs to grant credit towards licensure as  
19 an alternative education program teacher for relevant experience or demonstrated  
20 proficiency in relevant skills and knowledge.

21 ~~SECTION 3. 115.28 (7g) of the statutes is created to read:~~

22 ~~115.28 (7g) EVALUATION OF TEACHER PREPARATORY PROGRAMS (a) 1. In this~~  
23 ~~subsection, "recent graduate" means a licensed teacher who satisfies all of the~~  
24 ~~following:~~

1 a. The teacher graduated from a teacher preparatory program described in sub.  
2 (7) (a) and located in this state or from a teacher education program described in sub.  
3 (7) (e) 2. and located in this state.

4 b. The teacher has taught for at least 3 but not more than 4 full school years  
5 following graduation from a program described in subd. 1. a.

\*\*\*\*NOTE: This subd. 1. b. indicates that the teacher must have taught for at least  
3 but not more than 4 full school years. Okay?

6 c. The teacher is teaching in a school located in this state in the school year  
7 immediately preceding the school year in which an evaluation under this subsection  
8 occurs.

\*\*\*\*NOTE: I have the following questions about this proposed s. 115.28 (7g) (a) 1.:  
Must the 3 years of teaching be consecutive? Does it matter whether there is a year or  
2 (or more) between when the teacher graduated from a teacher preparatory program and  
when the teacher first started teaching? Does the teacher have to have taught at the same  
school for 3 (consecutive) years? May the teacher have taught at a private school for one  
or more of those years? At a school outside of this state?

9 2. Beginning in the 2015-16 school year, annually evaluate teacher  
10 preparatory programs described in sub. (7) (a) and teacher education programs  
11 described in sub. (7) (e), located in this state, that lead to licensure under sub. (7) (a)  
12 by evaluating recent graduates of the programs. The evaluation shall be based on  
13 the performance of recent graduates of each program on teacher effectiveness  
14 evaluations conducted as required under s. 120.12 (2m). The results of the  
15 evaluation shall be submitted to the teacher preparatory program or teacher  
16 education program in a report card and shall be received by the program by  
17 September 1, 2015, and annually thereafter. The report card shall grade each  
18 program on a scale of 1 to 100 and rate each school as exemplary, above adequate,  
19 adequate, below adequate, or failing.

*develop a system, if  
not specify evaluation system  
in statute*

*Begin in 2015 DPT will evaluate eval. & will report card  
performance of students shall be used to eval g. into teacher prep  
programs. This performance info should be easily accessible to the public*

*Language from lead to lead*

1 (b) Beginning in the 2015-16 school year, require each teacher preparatory  
2 program that receives a report card under this subsection to prominently display the  
3 report card on the program's Web site and provide the report card to persons  
4 receiving admissions materials to the program.

5 SECTION 4. 119.04 (1) of the statutes, as affected by 2011 Wisconsin Act 85, is  
6 amended to read:

7 119.04 (1) Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),  
8 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,  
9 115.345, 115.365 (3), 115.38 (2), 115.445, 118.001 to 118.04, 118.045, 118.06, 118.07,  
10 118.075, 118.076, 118.10, 118.12, 118.125 to 118.14, 118.145 (4), 118.15, 118.153,  
11 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.223, 118.225, 118.24  
12 (1), (2) (c) to (f), (6), (8), and (10), 118.245, 118.255, 118.258, 118.291, 118.292, 118.30  
13 to 118.43, 118.46, 118.51, 118.52, 118.55, 120.12 (4m), (5), and (15) to (27), 120.12  
14 (2m), 120.125, 120.13 (1), (2) (b) to (g), (3), (14), (17) to (19), (26), (34), (35), (37), (37m),  
15 and (38), 120.14, 120.21 (3), and 120.25 are applicable to a 1st class city school district  
16 and board.

Teachers & principals, not educators

17 SECTION 5. <sup>115.28 or 115.45</sup> ~~120.12 (2m)~~ of the statutes is created to read:

before 2014-15 school year, PPI study  
presently in use

18 120.12 (2m) EDUCATOR EFFECTIVENESS. (a) Beginning in the 2014-15 school  
19 year, ~~annually evaluate the effectiveness of each teacher employed by the school~~

~~effectiveness and evaluate system to assist school districts~~  
~~district and determine an evaluation score for each teacher according to the following~~  
20 ~~factors:~~  
21 *In evaluating teachers and principals*

22 1. Fifty percent of the teacher's total evaluation ~~score~~ shall be based upon ~~the~~

23 ~~performance of pupils enrolled in the teacher's class in the previous school year. If~~

24 ~~a teacher teaches pupils enrolled in a grade in which an examination is required to~~

25 be administered under s. 118.30 or 121.02 (1) (r) or under 20 USC 6311 (b) (3) and

*a measure of student performance which shall include  
state assessments, district assessments, student learning objectives,  
school-wide reading at the elem. and middle school levels and  
grad at the H.S. level, and a percentage as determined by the district.*

1 if that teacher also teaches a subject that is covered by that examination, 30 percent  
 2 of the teacher's evaluation score under this subdivision shall be based on the  
 3 performance of pupils enrolled in the teacher's class on that examination. The  
 4 department shall promulgate rules to develop other pupil performance measures,  
 5 including the attainment of goals for student learning, to be used in the evaluation  
 6 of teachers under this subdivision.

\*\*\*\*NOTE: When we discussed the redrafting of this subdivision (and the drafting of par. (c) 1., below), you asked that I indicate that 15 percent of the total evaluation score, rather than 30 percent of the evaluation score under this subdivision, be based on a pupil's performance on examinations administered under s. 118.30. However, as this paragraph is drafted, the factors contributing to the total score would exceed 100 percent: 50 percent of the total score would come from pupil performance, 15 percent of the total score would come from pupil performance on the examinations, and 50 percent of the total score would be determined by the extent to which the teacher's practice meets the core teaching standards. If you want me to indicate that 15 percent of the total score must be derived from pupil performance on the examinations, I will need to reduce the percentage allocated under this subdivision to other measures of pupil performance to 35 percent when the teacher teaches a class and grade covered by the examinations. Is that what you would like me to do?

7 2. Fifty percent of the teacher's total evaluation score shall be based upon the  
 8 extent to which the teacher's practice meets the core teaching standards adopted by  
 9 the 2011 Interstate Teacher Assessment and Support Consortium <sup>and for administrative 2008 ILIC</sup>  
 10 <sup>Place</sup> (b) <sup>and principal</sup> Rate each teacher evaluated under par. (a) <sup>in one of multiple performance</sup> on a scale of 1 to 100 and, <sup>on the</sup>  
 11 <sup>categories.</sup> ~~basis of that rating, identify the teacher as probationary, developing, effective, or~~  
 12 ~~exemplary. Beginning in the 2015-16 school year, annually, by September 1, the~~  
 13 ~~school board shall provide written notice to the parent or guardian of each pupil~~  
 14 ~~enrolled in the class of a teacher that is identified as probationary, but only if that~~  
 15 ~~teacher has 4 or more years of classroom teaching experience.~~

*Consistency of reporting categories; require s.d. to follow*

16 ~~(c) Beginning in the 2014-15 school year, annually evaluate the effectiveness~~  
 17 ~~of each principal employed by the school district and determine an evaluation score~~  
 18 ~~for each principal according to the following factors:~~

\*\*\*\*NOTE: Do you want assistant principals evaluated as well?

*SD would have to evaluate teachers, would have bus IPT? System / issue*

1 1. Fifty percent of the principal's total evaluation score shall be based upon the  
2 performance of pupils enrolled in the school over which the principal presides in the  
3 previous school year, and 30 percent of the principal's evaluation score under this  
4 subdivision shall be based upon the performance of pupils enrolled in the school on  
5 the examinations required to be administered under ss. 118.30 and 121.02 (1) (r) and  
6 under 20 USC 6311 (b) (3). The department shall promulgate rules to develop other  
7 pupil performance measures, including the attainment of goals for student learning,  
8 to be used in the evaluation of principals under this subdivision.

9 2. Fifty percent of the principal's total evaluation score shall be based upon the  
10 extent to which the principal's practice meets the 2008 Interstate School Leaders  
11 Licensure Consortium Educational Leadership Policy Standards.

12 (d) Rate each principal evaluated under par. (c) on a scale of 1 to 100 and, on  
13 the basis of that rating, identify the principal as probationary, developing, effective,  
14 or exemplary. Beginning in the 2015-16 school year, annually, by September 1, the  
15 school board shall provide written notice to the parent or guardian of each pupil  
16 enrolled in a school over which a principal who has been identified as probationary  
17 presides, but only if that principal has 4 or more years of experience serving as an  
18 acting principal.

19 (e) Annually report the results of the evaluations under pars. (a) and (c) to the  
20 department.

21 (f) Ensure that, ~~except as provided in this subsection,~~ the results of evaluations  
22 conducted under this subsection are not subject to public inspection, copying, or  
23 disclosure under s. 19.35.

\*\*\*\*NOTE: Do you want to provide any exemptions to the restriction on access to the  
results of teacher or principal evaluations? For example, "if the department determines  
it is necessary to protect the public health, safety, or welfare"? Do you want to provide

any guidelines for the department or a school board to follow in the event a parent or guardian of a pupil, or a pupil, enrolled in the class of a probationary teacher or attending a school presided over by a probationary principal pupil posts this information online on a social media service or a blog, or releases the written notice of the evaluation to a person who is not authorized to receive it under this section, such as a member of the press?

1

(END)

subject to Nondisproves

① Create an equivalency process under 115.28?

The State Superintendent shall develop an equivalency process for school districts who wish to use an alternate teacher/evaluation program using rubrics based on Intasc / ISLIC and the domains and components of the state model.

Charlotte Donnellan (4 broad categories of professional)

MS ② State Superintendent shall develop a budget initiative for any anticipated costs to implement the evaluation program under \_\_\_\_\_.

for 2013-15 budget

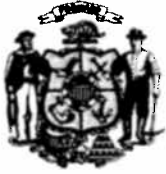
Instruction

Appendix C: Charlotte Donnellan's Domains & Components from 11/2011 Wisconsin Framework for Ed. Effectiveness  
Dedji Tam by 4 Resources Action

- get domains (Planning & preparation
- Classroom environment
- Instruction
- professional responsibilities

<http://dpi.wi.gov/tepd/edeff.html>





State of Wisconsin  
2011 - 2012 LEGISLATURE



LRB-3814/P2 P3

TKKjld:jm

RMR

inset

**PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION**

in 1/31/12  
wanted 2/1/12

Reger

LX

1 AN ACT *to amend* 115.28 (7) (a), 115.28 (7) (e) 2. and 119.04 (1); and *to create*  
2 115.28 (7g) and 120.12 (2m) of the statutes; **relating to:** grading teacher  
3 preparatory programs, evaluating educator effectiveness, and requiring the  
4 exercise of rule-making authority. ✓

***Analysis by the Legislative Reference Bureau***

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For further information see the ***state and local*** fiscal estimate, which will be printed as an appendix to this bill.

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7 establishing standards of attainment and procedures for the examination and  
8 licensing of teachers within the limits prescribed in ss. 118.19 (2) and (3), 118.192,

1 and 118.195; prescribe by rule standards, requirements, and procedures for the  
 2 approval of teacher preparatory programs leading to licensure, including a  
 3 requirement that, beginning on July 1, ~~2015~~<sup>2012</sup> and annually thereafter, each teacher  
 4 preparatory program located in this state shall submit to the department a list of  
 5 graduates ~~from the program's most recently completed term or semester~~<sup>together with their date of graduation from each term or semester of</sup>; file in the  
 6 state superintendent's office all papers relating to state teachers' licenses; and  
 7 register each such license. e. ~~calendar~~ year  
academic

8 SECTION 2. 115.28 (7) (e) 2. of the statutes is amended to read:

9 115.28 (7) (e) 2. Promulgate rules establishing requirements for licensure as  
 10 an alternative education program teacher and for the approval of teacher education  
 11 programs leading to licensure as an alternative education program teacher. The  
 12 rules shall include a requirement that each teacher education program described in  
 13 this subdivision and located in this state shall, beginning on July 1, ~~2014~~<sup>2012</sup> and  
 14 annually thereafter, submit to the department a list of graduates, together with their  
 15 date of graduation, from each term or semester of the program's most recently  
 16 completed academic year. The rules shall encompass the teaching of multiple  
 17 subjects or grade levels or both, as determined by the state superintendent. The  
 18 rules may require teacher education programs to grant credit towards licensure as  
 19 an alternative education program teacher for relevant experience or demonstrated  
 20 proficiency in relevant skills and knowledge.

21 SECTION 3. 115.28 (7g) of the statutes is created to read:

22 115.28 (7g) EVALUATION OF TEACHER PREPARATORY PROGRAMS. (a) 1. In this  
 23 subsection, "recent graduate" means a licensed teacher who satisfies all of the  
 24 following:

InseA 2-22<sup>✓</sup>

1 a. The teacher graduated from a teacher preparatory program described in sub.  
 2 (7) (a) and located in this state or from a teacher education program described in sub.  
 3 (7) (e) 2. and located in this state.

4 b. The teacher has taught for at least 3 but not more than 4 full school years  
 5 following graduation from a program described in subd. 1. a.

\*\*\*\*NOTE: This subd. 1. b. indicates that the teacher must have taught for at least  
 3 but not more than 4 full school years. Okay?

6 c. The teacher is teaching in a school located in this state in the school year  
 7 immediately preceding the school year in which an evaluation under this subsection  
 8 occurs.

\*\*\*\*NOTE: I have the following questions about this proposed s. 115.28 (7g) (a) 1.:  
 Must the 3 years of teaching be consecutive? Does it matter whether there is a year or  
 2 (or more) between when the teacher graduated from a teacher preparatory program and  
 when the teacher first started teaching? Does the teacher have to have taught at the same  
 school for 3 (consecutive) years? May the teacher have taught at a private school for one  
 or more of those years? At a school outside of this state?

9 2. Beginning in the 2015-16 school year, annually evaluate teacher  
 10 preparatory programs described in sub. (7) (a) and teacher education programs  
 11 described in sub. (7) (e), located in this state, that lead to licensure under sub. (7) (a)  
 12 by evaluating recent graduates of the programs. The evaluation shall be based on  
 13 the performance of recent graduates of each program on teacher effectiveness  
 14 evaluations conducted as required under s. 120.12 (2m). The results of the  
 15 evaluation shall be submitted to the teacher preparatory program or teacher  
 16 education program in a report card and shall be received by the program by  
 17 September 1, 2015, and annually thereafter. The report card shall grade each  
 18 program on a scale of 1 to 100 and rate each school as exemplary, above adequate,  
 19 adequate, below adequate, or failing.

- 1 (c)
- 2 (b) Beginning in the 2013-14 school year, <sup>the department shall</sup> require each teacher preparatory
- 3 program that receives a report card under this subsection to prominently display the <sup>and education</sup>
- 4 report card on the program's Web site and <sup>to</sup> provide the report card to persons <sup>and annually update</sup>
- 5 receiving admissions materials to the program. <sup>rate of passage of recent graduates of the program on praxis and NTELE examinations and any other information required to be reported under statute 10</sup>

Insert 4-5

SECTION 4. 119.04 (1) of the statutes, as affected by 2011 Wisconsin Act 85, is amended to read:

119.04 (1) Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c), 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343, 115.345, 115.365 (3), 115.38 (2), <sup>115.415</sup> 115.445, 118.001 to 118.04, 118.045, 118.06, 118.07, 118.075, 118.076, 118.10, 118.12, 118.125 to 118.14, 118.145 (4), 118.15, 118.153, 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.223, 118.225, 118.24 (1), (2) (c) to (f), (6), (8), and (10), 118.245, 118.255, 118.258, 118.291, 118.292, 118.30 to 118.43, 118.46, 118.51, 118.52, 118.55, 120.12 (4m), (5), and (15) to (27), 120.12 (2m), 120.125, 120.13 (1), (2) (b) to (g), (3), (14), (17) to (19), (26), (34), (35), (37), (37m), and (38), 120.14, 120.21 (3), and 120.25 are applicable to a 1st class city school district and board.

SECTION 5. 120.12 (2m) of the statutes is created to read:

120.12 (2m) EDUCATOR EFFECTIVENESS. (a) Beginning in the 2014-15 school year, annually evaluate the effectiveness of each <sup>and principal</sup> teacher employed by the school district and determine an evaluation score for each teacher according to the following

factors:

1. Fifty percent of the teacher's total evaluation score shall be based upon the performance of pupils enrolled in the teacher's class in the previous school year. If a teacher teaches pupils enrolled in a grade in which an examination is required to be administered under s. 118.30 or 121.02 (1) (r) or under 20 USC 6311 (b) (3) and

using one of the systems established under s. 115.415

par. (a)

1 if that teacher also teaches a subject that is covered by that examination, 30 percent  
2 of the teacher's evaluation score under this subdivision shall be based on the  
3 performance of pupils enrolled in the teacher's class on that examination. The  
4 department shall promulgate rules to develop other pupil performance measures,  
5 including the attainment of goals for student learning, to be used in the evaluation  
6 of teachers under this subdivision.

\*\*\*\*NOTE: When we discussed the redrafting of this subdivision (and the drafting of par. (c) 1., below), you asked that I indicate that 15 percent of the total evaluation score, rather than 30 percent of the evaluation score under this subdivision, be based on a pupil's performance on examinations administered under s. 118.30. However, as this paragraph is drafted, the factors contributing to the total score would exceed 100 percent: 50 percent of the total score would come from pupil performance, 15 percent of the total score would come from pupil performance on the examinations, and 50 percent of the total score would be determined by the extent to which the teacher's practice meets the core teaching standards. If you want me to indicate that 15 percent of the total score must be derived from pupil performance on the examinations, I will need to reduce the percentage allocated under this subdivision to other measures of pupil performance to 35 percent when the teacher teaches a class and grade covered by the examinations. Is that what you would like me to do?

7 2. Fifty percent of the teacher's total evaluation score shall be based upon the  
8 extent to which the teacher's practice meets the core teaching standards adopted by  
9 the 2011 Interstate Teacher Assessment and Support Consortium.

10 (b) Rate each teacher evaluated under par. (a) on a scale of 1 to 100 and, on the  
11 basis of that rating, identify the teacher as probationary, developing, effective, or  
12 exemplary. Beginning in the 2015-16 school year, annually, by September 1, the  
13 school board shall provide written notice to the parent or guardian of each pupil  
14 enrolled in the class of a teacher that is identified as probationary, but only if that  
15 teacher has 4 or more years of classroom teaching experience.

16 (c) Beginning in the 2014-15 school year, annually evaluate the effectiveness  
17 of each principal employed by the school district and determine an evaluation score  
18 for each principal according to the following factors:

\*\*\*\*NOTE: Do you want assistant principals evaluated as well?

1 1. Fifty percent of the principal's total evaluation score shall be based upon the  
2 performance of pupils enrolled in the school over which the principal presides in the  
3 previous school year, and 30 percent of the principal's evaluation score under this  
4 subdivision shall be based upon the performance of pupils enrolled in the school on  
5 the examinations required to be administered under ss. 118.30 and 121.02 (1) (r) and  
6 under 20 USC 6311 (b) (3). The department shall promulgate rules to develop other  
7 pupil performance measures, including the attainment of goals for student learning,  
8 to be used in the evaluation of principals under this subdivision.

9 2. Fifty percent of the principal's total evaluation score shall be based upon the  
10 extent to which the principal's practice meets the 2008 Interstate School Leaders  
11 Licensure Consortium Educational Leadership Policy Standards.

12 (d) Rate each principal evaluated under par. (c) on a scale of 1 to 100 and, on  
13 the basis of that rating, identify the principal as probationary, developing, effective,  
14 or exemplary. Beginning in the 2015-16 school year, annually, by September 1, the  
15 school board shall provide written notice to the parent or guardian of each pupil  
16 enrolled in a school over which a principal who has been identified as probationary  
17 presides, but only if that principal has 4 or more years of experience serving as an  
18 acting principal.

19 (b) (e) Annually report the results of the evaluations under <sup>para</sup> (a) and (c) to the  
20 department.

21 (c) (f) Ensure that, except as provided in this subsection, the results of evaluations  
22 conducted under this subsection are not subject to public inspection, copying, or  
23 disclosure under s. 19.35. ✓

....NOTE: Do you want to provide any exemptions to the restriction on access to the results of teacher or principal evaluations? For example, "if the department determines it is necessary to protect the public health, safety, or welfare"? Do you want to provide

e  
any guidelines for the department or a school board to follow in the event a parent or guardian of a pupil, or a pupil, enrolled in the class of a probationary teacher or attending a school presided over by a probationary principal pupil posts this information online on a social media service or a blog, or releases the written notice of the evaluation to a person who is not authorized to receive it under this section, such as a member of the press?

(END)

1

Insert 7-1 ✓

2011-2012 DRAFTING INSERT  
FROM THE  
LEGISLATIVE REFERENCE BUREAU

LRB-3814/P2ins  
TKK:jld:jm

1           **Insert 2-22**

2           <sup>NO</sup> (a) The department shall, in consultation with the governor's office, the  
3           chairpersons of the committees in the assembly and senate whose subject matter is  
4           elementary and secondary education and ranking members of those committees, the  
5           University of Wisconsin<sup>g/k</sup>-~~Madison~~, the technical college system, and the Wisconsin  
6           Association of Independent Colleges and Universities,<sup>✓</sup> do all of the following:

7           1. Determine how the performance of recent graduates of teacher preparatory  
8           programs described in s. 115.28 (7) (a) and located in this state and teacher education  
9           programs described in sub. 115.28 (7) (e) 2.<sup>✓</sup> and located in this state will be used to  
10          evaluate the teacher preparatory and education programs, including by defining  
11          "recent graduate" and identifying measures of performance.<sup>✓</sup>

12          2. Determine how the measures of performance of recent graduates identified  
13          as required under subd. 1.<sup>✓</sup> will be made accessible to the public.

14          3. Develop a system to publicly report the measures of performance identified  
15          as required under subd. 1.<sup>✓</sup> for each teacher preparatory and education program  
16          identified in subd. 1.<sup>✓</sup>

17          (b) Beginning in the<sup>✓</sup> 2013-14 school year, the department shall use the system  
18          developed under par. (a) 3.<sup>✓</sup> to report the rate of passage of recent graduates on praxis  
19          and MTEL examinations and any other information required to be reported under

20          subd. 1.<sup>g</sup> par. (a) 1.

\*\*\*\*NOTE: In our drafting meeting on January 30, we discussed reporting of results of "praxis exams and MTEls" for recent graduates of teacher preparatory programs. The term, praxis, doesn't appear elsewhere in the statutes or in the administrative code chapters governing DPI. Does it need to be defined?<sup>✓</sup>

Also, a search for MTEL on Google returned<sup>✓</sup> "Massachusetts Tests for Educator License." Is that what you intend MTEL to refer to? If so, it should be spelled out.





However, will Wisconsin be using the Massachusetts exam or something like it? That is, I have used MTEL as a placeholder, but for what?

(end ins 2-22)

1 **Insert 4-5**

2 **SECTION 1.** 115.28 (12) (ag) of the statutes is created to read:

3 115.28 (12) (ag) Beginning in the 2012-13 school year, each school district  
4 using the system under par. (a) shall include in the system the following information  
5 for each teacher teaching in the school district who graduated from a teacher  
6 preparatory program described in sub. (7) (a) and located in this state or from a  
7 teacher education program described in sub. (7) (e) and located in this state on or  
8 after January 1, 2012:

9 1. The name of the teacher preparatory program or teacher education program  
10 the teacher attended and from which the teacher graduated.

11 2. The term or semester and year in which the teacher graduated from the  
12 program described in sub. 1. 1 ← number

13 **SECTION 2.** 115.415 of the statutes is created to read:

14 **115.415 Educator effectiveness.** (1) The department shall develop an  
15 educator effectiveness evaluation system and an equivalency educator effectiveness  
16 evaluation system as provided in this section to assist school districts in the  
17 evaluation of teachers and principals, and shall require each school district to  
18 evaluate teachers and principals in the district beginning in the 2014-15 school year  
19 and annually thereafter.

\*\*\*NOTE: This section requires evaluation of teachers and principals. Should it, instead, require the evaluation of teachers and administrators?

20 (2) The department shall develop an educator effectiveness <sup>evaluation</sup> system according  
21 to the following framework:



1 (a) Fifty percent<sup>✓</sup> of the total evaluation score assigned to a teacher or principal  
2 shall be based upon measures of student performance, including performance on  
3 state assessments, district-wide<sup>✓</sup> assessments, student learning objectives,  
4 school-wide reading at the elementary and middle-school levels, and graduation  
5 rates at the high school level.

6 (b) Fifty percent<sup>✓</sup> of the total evaluation score assigned to a teacher or principal  
7 shall be based upon one of the following:

8 1. For a teacher, the extent to which the teacher's practice meets the core  
9 teaching standards adopted by the 2011 Interstate Teacher Assessment and Support  
10 Consortium.<sup>✓</sup>

11 2. For a principal, the extent to which the principal's practice meets the<sup>✓</sup> 2008  
12 Interstate School Leaders Licensure Consortium Educational Leadership Policy  
13 Standards.

14 (c) A teacher or principal evaluated under this subsection<sup>✓</sup> shall be placed in one  
15 of multiple performance categories.

16 (3) The department shall promulgate<sup>✓</sup> by rule an equivalency educator  
17 effectiveness<sup>evaluation</sup> system process for school districts who wish to utilize an alternative  
18 evaluation system for the evaluation of teachers and principals. The system under  
19 this subsection<sup>✓</sup> shall evaluate teachers and principals using criteria derived from the  
20 2011 Interstate Teacher Assessment and Support Consortium and the 2008  
21 Interstate School Leaders Licensure Consortium Educational Leadership Policy  
22 Standards,<sup>✓</sup> components of the system developed under sub. (2),<sup>✓</sup> and performance in  
23 the following <sup>4</sup>four domains:

\*\*\*\*NOTE: The drafting instructions directed me to create an equivalency process for school districts "who wish to use an alternate teacher/principal practice rubrics based on Intasc/ISLIC and the domains and components of the state model." The term, rubric,



INS 4-5  
cont

seems pretty jargonish, so I substituted criteria. Okay? Also, I assumed the phrase "components of the state model" refers to the state model of educator effectiveness evaluation under sub. (2). Correct? Or does it refer to something else? Please review this subsection (3) carefully to ensure I have accomplished your intent.

- 1 (a) Planning and preparation.
- 2 (b) The classroom environment.
- 3 (c) Instruction.
- 4 (d) Professional responsibilities and development. ✓

\*\*\*\*NOTE: I took these domains from the "Framework for Teaching" document forwarded by email by Sarah Archibald. Should these domains be fleshed out, or are they specific enough to provide a groundwork for the rule-making process? ✓

\*\*\*\*NOTE: It was not clear whether teachers and principals evaluated under this equivalency process would also be placed in one of multiple performance categories?

(end ins 4-5)  
Insert 7-1

**SECTION 3. Nonstatutory provisions.**

- 7 (1) The state superintendent of public instruction shall develop for the
- 8 2013-2014 biennial budget a budget initiative outlining anticipated costs to develop
- 9 and implement the educator effectiveness evaluation systems under section 115.415 ✓
- 10 of the statutes, as created by this act.

(end ins 7-1)



State of Wisconsin  
2011 - 2012 LEGISLATURE



LRB-3814/P3 P7

TKK:jld:ph

RMNR  
EKF

**PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION**

2/1/12 Today

legen

1 AN ACT *to amend* 115.28 (7) (a), 115.28 (7) (e) 2. and 119.04 (1); and *to create*  
2 115.28 (7g), 115.28 (12) (ag), 115.415 and 120.12 (2m) of the statutes; **relating**  
3 **to:** grading teacher preparatory programs, evaluating educator effectiveness,  
4 and requiring the exercise of rule-making authority.

***Analysis by the Legislative Reference Bureau***

This is a preliminary draft. An analysis will be provided in a subsequent version of this draft.

For further information see the **state and local** fiscal estimate, which will be printed as an appendix to this bill.

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

5 SECTION 1. 115.28 (7) (a) of the statutes is amended to read:  
6 115.28 (7) (a) License all teachers for the public schools of the state; make rules  
7 establishing standards of attainment and procedures for the examination and  
8 licensing of teachers within the limits prescribed in ss. 118.19 (2) and (3), 118.192,

1 and 118.195; prescribe by rule standards, requirements, and procedures for the  
2 approval of teacher preparatory programs leading to licensure, including a  
3 requirement that, beginning on July 1, 2012, and annually thereafter, each teacher  
4 preparatory program located in this state shall submit to the department a list of  
5 graduates, together with their date of graduation, from each term or semester of the  
6 program's most recently completed academic year; file in the state superintendent's  
7 office all papers relating to state teachers' licenses; and register each such license.

8 **SECTION 2.** 115.28 (7) (e) 2. of the statutes is amended to read:

9 115.28 (7) (e) 2. Promulgate rules establishing requirements for licensure as  
10 an alternative education program teacher and for the approval of teacher education  
11 programs leading to licensure as an alternative education program teacher. The  
12 rules shall include a requirement that each teacher education program described in  
13 this subdivision and located in this state shall, beginning on July 1, 2012, and  
14 annually thereafter, submit to the department a list of graduates, together with their  
15 date of graduation, from each term or semester of the program's most recently  
16 completed academic year. The rules shall encompass the teaching of multiple  
17 subjects or grade levels or both, as determined by the state superintendent. The  
18 rules may require teacher education programs to grant credit towards licensure as  
19 an alternative education program teacher for relevant experience or demonstrated  
20 proficiency in relevant skills and knowledge.

21 **SECTION 3.** 115.28 (7g) of the statutes is created to read:

22 115.28 (7g) EVALUATION OF TEACHER PREPARATORY PROGRAMS.

23 (a) The department shall, in consultation with the governor's office, the  
24 chairpersons of the committees in the assembly and senate whose subject matter is  
25 elementary and secondary education and ranking members of those committees, the

1 University of Wisconsin <sup>System</sup> ~~Madison~~, the technical college system, and the Wisconsin  
2 Association of Independent Colleges and Universities, do all of the following:

3 1. Determine how the performance of recent graduates of teacher preparatory  
4 programs described in s. 115.28 (7) (a) and located in this state and teacher education  
5 programs described in sub. 115.28 (7) (e) 2. and located in this state will be used to  
6 evaluate the teacher preparatory and education programs, including by defining  
7 "recent graduate" and identifying measures of performance.

8 2. Determine how the measures of performance of recent graduates identified  
9 as required under subd. 1. will be made accessible to the public.

10 3. Develop a system to publicly report the measures of performance identified  
11 as required under subd. 1. for each teacher preparatory and education program  
12 identified in subd. 1.

13 (b) Beginning in the 2013-14 school year, the department shall use the system

14 developed under par. (a) 3. to report the rate of passage of recent graduates on praxis  
15 <sup>administered for licensure under s. 115.28(7)</sup> and MTEL examinations and any other information required to be reported under  
16 par. (a) 1.

\*\*\*\*NOTE: In our drafting meeting on January 30, we discussed reporting of results of "praxis exams and MTEls" for recent graduates of teacher preparatory programs. The term, praxis, doesn't appear elsewhere in the statutes or in the administrative code chapters governing DPI. Does it need to be defined?

Also, a search for MTEL on Google returned "Massachusetts Tests for Educator License." Is that what you intend MTEL to refer to? If so, it should be spelled out. However, will Wisconsin be using the Massachusetts exam or something like it? That is, I have used MTEL as a placeholder, but for what?

17 (c) Beginning in the 2013-14 school year, the department shall require each  
18 teacher preparatory and education program to prominently display and annually  
19 update the rate of passage of recent graduates of the program on praxis and MTEL

20 examinations and any other information required to be reported under par. (a) 1. on  
<sup>administered for licensure under s. 115.28(7)</sup>

1 the program's Web site and to provide this information to persons receiving  
2 admissions materials to the program.

3 **SECTION 4.** 115.28 (12) (ag) of the statutes is created to read:

4 115.28 (12) (ag) Beginning in the 2012-13 school year, each school district  
5 using the system under par. (a) shall include in the system the following information  
6 for each teacher teaching in the school district who graduated from a teacher  
7 preparatory program described in sub. (7) (a) and located in this state or from a  
8 teacher education program described in sub. (7) (e) 2. and located in this state on or  
9 after January 1, 2012:

10 1. The name of the teacher preparatory program or teacher education program  
11 the teacher attended and from which the teacher graduated.

12 2. The term or semester and year in which the teacher graduated from the  
13 program described in subd. 1.

14 **SECTION 5.** 115.415 of the statutes is created to read:

15 **115.415 Educator effectiveness.** (1) The department shall develop an  
16 educator effectiveness evaluation system and an equivalency educator effectiveness  
17 evaluation system as provided in this section to assist school districts in the  
18 evaluation of teachers and principals, and shall require each school district to  
19 evaluate teachers and principals in the district beginning in the 2014-15 school year  
20 and annually thereafter.

\*\*\*NOTE: This section requires evaluation of teachers and principals. Should it,  
instead, require the evaluation of teachers and administrators?

21 (2) The department shall develop an educator effectiveness evaluation system  
22 according to the following framework:

1 (a) Fifty percent of the total evaluation score assigned to a teacher or principal  
2 shall be based upon measures of student performance, including performance on  
3 state assessments, district-wide assessments, student learning objectives,  
4 school-wide reading at the elementary and middle-school levels, and graduation  
5 rates at the high school level.

6 (b) Fifty percent of the total evaluation score assigned to a teacher or principal  
7 shall be based upon one of the following:

8 1. For a teacher, the extent to which the teacher's practice meets the core  
9 teaching standards adopted by the 2011 Interstate Teacher Assessment and Support  
10 Consortium.

11 2. For a principal, the extent to which the principal's practice meets the 2008  
12 Interstate School Leaders Licensure Consortium Educational Leadership Policy  
13 Standards.

14 (c) A teacher or principal evaluated under this subsection shall be placed in one  
15 of multiple performance categories.

16 (3) <sup>(a)</sup> The department shall promulgate by rule an equivalency educator  
17 effectiveness evaluation system process for school districts who wish to utilize an  
18 alternative evaluation system for the evaluation of teachers and principals. The  
19 system under this subsection shall evaluate <sup>the process</sup> teachers and principals using <sup>the performance of</sup> criteria  
20 <sup>established in</sup> derived from the 2011 Interstate Teacher Assessment and Support Consortium and  
21 the 2008 Interstate School Leaders Licensure Consortium Educational Leadership  
22 Policy Standards, <sup>including ← including</sup> components of the system developed under sub. (2), and  
23 performance in the following 4 domains:

NOTE: The drafting instructions directed me to create an equivalency process for school districts "who wish to use an alternate teacher/principal practice rubrics based on Intasc / ISLIC and the domains and components of the state model." The term, rubric,



seems pretty jargonish, so I substituted criteria. Okay? Also, I assumed the phrase "components of the state model" refers to the state model of educator effectiveness evaluation under sub. (2). Correct? Or does it refer to something else? Please review this sub. (3) carefully to ensure I have accomplished your intent.

- ① 10 (a) Planning and preparation.
- ② 20 (b) The classroom environment.
- ③ 30 (c) Instruction.
- ④ 40 (d) Professional responsibilities and development.

A teacher or principal evaluated under this subsection shall be placed in one of multiple performance categories

\*\*\*\*NOTE: I took these domains from the "Framework for Teaching" document forwarded by e-mail by Sarah Archibald. Should these domains be fleshed out, or are they specific enough to provide a groundwork for the rule-making process?

\*\*\*\*NOTE: It was not clear whether teachers and principals evaluated under this equivalency process would also be placed in one of multiple performance categories?

5 SECTION 6. 119.04 (1) of the statutes, as affected by 2011 Wisconsin Act 85, is  
6 amended to read:

7 119.04 (1) Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),  
8 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,  
9 115.345, 115.365 (3), 115.38 (2), 115.415, 115.445, 118.001 to 118.04, 118.045, 118.06,  
10 118.07, 118.075, 118.076, 118.10, 118.12, 118.125 to 118.14, 118.145 (4), 118.15,  
11 118.153, 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.223, 118.225,  
12 118.24 (1), (2) (c) to (f), (6), (8), and (10), 118.245, 118.255, 118.258, 118.291, 118.292,  
13 118.30 to 118.43, 118.46, 118.51, 118.52, 118.55, 120.12 (4m), (5), and (15) to (27),  
14 120.12 (2m), 120.125, 120.13 (1), (2) (b) to (g), (3), (14), (17) to (19), (26), (34), (35), (37),  
15 (37m), and (38), 120.14, 120.21 (3), and 120.25 are applicable to a 1st class city school  
16 district and board.

17 SECTION 7. 120.12 (2m) of the statutes is created to read:  
18 120.12 (2m) EDUCATOR EFFECTIVENESS. (a) Beginning in the 2014-15 school  
19 year, annually evaluate the effectiveness of each teacher and principal employed by  
20 the school district using one of the systems established under s. 115.415.

1 (b) Annually report the results of the evaluations under par. (a) to the  
2 department.

3 (c) Ensure that the results of evaluations conducted under this subsection are  
4 not subject to public inspection, copying, or disclosure under s. 19.35.

5 **SECTION 8. Nonstatutory provisions.**

6 (1) The state superintendent of public instruction shall develop for the 2013-14  
7 biennial budget a budget initiative outlining anticipated costs to develop and  
8 implement the educator effectiveness evaluation systems under section 115.415 of  
9 the statutes, as created by this act.

10 (END)

Notwithstanding section 16.42(1)(e) of the statutes, in  
submitting information under section 16.42 of the statutes  
for purposes of the 2013-15 biennial budget bill, the  
department of public instruction shall submit information  
concerning the cost of developing and implementing

**Kuczenski, Tracy**

**From:** Brickman, Michael - DOA [Michael.Brickman@wisconsin.gov]  
**Sent:** Thursday, February 02, 2012 10:23 AM  
**To:** Kuczenski, Tracy  
**Cc:** Thompson, Michael DPI; Justman, Jessica C - DPI; Kulow, Chris; Archibald, Sarah; Liedl, Kimberly - GOV; Kammerud, Jennifer DPI  
**Subject:** RE: Ed Effectiveness 3814/p4

\* Trans. w/ Michael -  
per DPI request, remove  
lines 15 and 16 on page of  
LEB -  
3814/p4

I think the prep programs would report to DPI who would include it in the SIS. Any objections to that?

---

**From:** Kuczenski, Tracy [mailto:Tracy.Kuczenski@legis.wisconsin.gov]  
**Sent:** Thursday, February 02, 2012 10:05 AM  
**To:** Brickman, Michael - DOA  
**Cc:** Thompson, Michael DPI; Justman, Jessica C - DPI; Kulow, Chris - LEGIS; Archibald, Sarah - LEGIS; Liedl, Kimberly - GOV; Kammerud, Jennifer DPI  
**Subject:** RE: Ed Effectiveness 3814/p4

Hi -

Section 4 of the draft, referenced in item 1. in Jennifer's email, requires the school district to report the information about its teachers on the Student Information System (s. 112.28 (12)), as we discussed in the meeting on Monday (This request was on the printed agenda/outline for the meeting).

Michael, do you no longer want the information reported on the Student Information System?

Note that the teacher education/prep programs are also required to report the information on their web sites under Section 3 of the draft, and are directed to report the information to the department under sections 1 and 2 of the draft.

Tracy

Tracy K. Kuczenski  
Legislative Attorney  
Wisconsin Legislative Reference Bureau  
[tracy.kuczenski@legis.wisconsin.gov](mailto:tracy.kuczenski@legis.wisconsin.gov)  
(608) 266-9867

---

**From:** Brickman, Michael - DOA [mailto:Michael.Brickman@wisconsin.gov]  
**Sent:** Thursday, February 02, 2012 9:53 AM  
**To:** Kuczenski, Tracy  
**Cc:** Thompson, Michael DPI; Justman, Jessica C - DPI; Kulow, Chris; Archibald, Sarah; Liedl, Kimberly - GOV; Kammerud, Jennifer DPI  
**Subject:** RE: Ed Effectiveness 3814/p4

We are fine on all three. For #1, that should be the traditional or alternative prep program doing the reporting, not the district. Otherwise, everyone good?

---

**From:** Kammerud, Jennifer DPI [mailto:Jennifer.Kammerud@dpi.wi.gov]  
**Sent:** Thursday, February 02, 2012 9:09 AM  
**To:** Brickman, Michael - DOA  
**Cc:** Thompson, Michael DPI; Justman, Jessica C - DPI; Kulow, Chris - LEGIS; Archibald, Sarah - LEGIS; Liedl, Kimberly - GOV

2/2/2012

**Subject:** Ed Effectiveness 3814/p4

Michael,

- 1) I don't recall seeing the language before in Section 4 on school districts reporting graduate information to us. Was that new or did I miss that before?
- 2) We would propose language for p. 4 lines 11 and 12 to read, "educator effectiveness evaluation system and an equivalency process aligned with the state system for evaluating teacher and principal practice as provided in this section..."
- 3) We would propose on p. 5, line 11 to read, "process for the evaluation of teacher and principal practice aligned to the state developed system for the evaluation of teachers and principals."

That's all we had on this one on our end. I'll wait to hear back from you on number one.

Jennifer



State of Wisconsin  
2011 - 2012 LEGISLATURE



LRB-3814/P4  
TKK:jld&kjf:ph

RMIE  
stays insert

By 9:30

**PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION**

AV

in 2/3 wanted this A.M. ASAP

please call 438-6289 with any questions!  
- Tony

Gen Cat

1 AN ACT to amend 115.28 (7) (a), 115.28 (7) (e) 2. and 119.04 (1); and to create  
2 115.28 (7g), 115.28 (12) (ag), 115.415 and 120.12 (2m) of the statutes; relating  
3 to: grading teacher preparatory programs, evaluating educator effectiveness,  
4 and requiring the exercise of rule-making authority.

Insert  
Analysis

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For further information see the *state and local* fiscal estimate, which will be printed as an appendix to this bill.

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

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7 establishing standards of attainment and procedures for the examination and  
8 licensing of teachers within the limits prescribed in ss. 118.19 (2) and (3), 118.192,

1 and 118.195; prescribe by rule standards, requirements, and procedures for the  
2 approval of teacher preparatory programs leading to licensure, including a  
3 requirement that, beginning on July 1, 2012, and annually thereafter, each teacher  
4 preparatory program located in this state shall submit to the department a list of  
5 graduates, together with their date of graduation, from each term or semester of the  
6 program's most recently completed academic year; file in the state superintendent's  
7 office all papers relating to state teachers' licenses; and register each such license.

8 **SECTION 2.** 115.28 (7) (e) 2. of the statutes is amended to read:

9 115.28 (7) (e) 2. Promulgate rules establishing requirements for licensure as  
10 an alternative education program teacher and for the approval of teacher education  
11 programs leading to licensure as an alternative education program teacher. The  
12 rules shall include a requirement that each teacher education program described in  
13 this subdivision and located in this state shall, beginning on July 1, 2012, and  
14 annually thereafter, submit to the department a list of graduates, together with their  
15 date of graduation, from each term or semester of the program's most recently  
16 completed academic year. The rules shall encompass the teaching of multiple  
17 subjects or grade levels or both, as determined by the state superintendent. The  
18 rules may require teacher education programs to grant credit towards licensure as  
19 an alternative education program teacher for relevant experience or demonstrated  
20 proficiency in relevant skills and knowledge.

21 **SECTION 3.** 115.28 (7g) of the statutes is created to read:

22 115.28 (7g) EVALUATION OF TEACHER PREPARATORY PROGRAMS.

23 (a) The department shall, in consultation with the governor's office, the  
24 chairpersons of the committees in the assembly and senate whose subject matter is  
25 elementary and secondary education and ranking members of those committees, the

1 University of Wisconsin System, the technical college system, and the Wisconsin  
2 Association of Independent Colleges and Universities, do all of the following:

3 1. Determine how the performance of recent graduates of teacher preparatory  
4 programs described in s. 115.28 (7) (a) and located in this state and teacher education  
5 programs described in sub. 115.28 (7) (e) 2. and located in this state will be used to  
6 evaluate the teacher preparatory and education programs, including by defining  
7 "recent graduate" and identifying measures of performance.

8 2. Determine how the measures of performance of recent graduates identified  
9 as required under subd. 1. will be made accessible to the public.

10 3. Develop a system to publicly report the measures of performance identified  
11 as required under subd. 1. for each teacher preparatory and education program  
12 identified in subd. 1.

13 (b) Beginning in the 2013-14 school year, the department shall use the system  
14 developed under par. (a) 3. to report the rate of passage of recent graduates on  
15 examinations administered for licensure under s. 115.28 (7) and any other  
16 information required to be reported under par. (a) 1.

17 (c) Beginning in the 2013-14 school year, the department shall require each  
18 teacher preparatory and education program to prominently display and annually  
19 update the rate of passage of recent graduates of the program on examinations  
20 administered for licensure under s. 115.28 (7) and any other information required to  
21 be reported under par. (a) 1. on the program's Web site and to provide this  
22 information to persons receiving admissions materials to the program.

23 **SECTION 4.** 115.28 (12) (ag) of the statutes is created to read:

24 115.28 (12) (ag) Beginning in the 2012-13 school year, each school district  
25 using the system under par. (a) shall include in the system the following information

1 for each teacher teaching in the school district who graduated from a teacher  
2 preparatory program described in sub. (7) (a) and located in this state or from a  
3 teacher education program described in sub. (7) (e) 2. and located in this state on or  
4 after January 1, 2012:

5 1. The name of the teacher preparatory program or teacher education program  
6 the teacher attended and from which the teacher graduated.

7 2. The term or semester and year in which the teacher graduated from the  
8 program described in subd. 1.

9 **SECTION 5.** 115.415 of the statutes is created to read:

10 **115.415 Educator effectiveness.** (1) The department shall develop an  
11 educator effectiveness evaluation system and an equivalency educator effectiveness  
12 evaluation system <sup>aligned with the department's</sup> as provided in this section to assist school districts in <sup>the process</sup>  
13 evaluation of teachers and principals <sup>to be for</sup> and shall require each school district to  
14 evaluate teachers and principals in the district beginning in the 2014-15 school year  
15 and annually thereafter.

16 (2) The department shall develop an educator effectiveness evaluation system  
17 according to the following framework:

18 (a) Fifty percent of the total evaluation score assigned to a teacher or principal  
19 shall be based upon measures of student performance, including performance on  
20 state assessments, district-wide assessments, student learning objectives,  
21 school-wide reading at the elementary and middle-school levels, and graduation  
22 rates at the high school level.

23 (b) Fifty percent of the total evaluation score assigned to a teacher or principal  
24 shall be based upon one of the following:



1           1. For a teacher, the extent to which the teacher's practice meets the core  
2 teaching standards adopted by the 2011 Interstate Teacher Assessment and Support  
3 Consortium.

4           2. For a principal, the extent to which the principal's practice meets the 2008  
5 Interstate School Leaders Licensure Consortium Educational Leadership Policy  
6 Standards.

7           (c) A teacher or principal evaluated under this subsection shall be placed in one  
8 of multiple performance categories.

9           (3) (a) The department shall promulgate by rule an equivalency educator<sup>process</sup>  
10 <sup>aligned with the</sup> effectiveness evaluation system for school districts <sup>established under sub(2)</sup> who wish<sup>to seek</sup> to utilize an alternative  
11 process for the evaluation of teachers <sup>practice</sup> and principals <sup>process</sup>. The system under this  
12 subsection shall <sup>be based on</sup> evaluate the performance of teachers and principals using the  
13 criteria established in the 2011 Interstate Teacher Assessment and Support  
14 Consortium and the 2008 Interstate School Leaders Licensure Consortium  
15 Educational Leadership Policy Standards <sup>of teachers and principals</sup> including performance in the following 4  
16 domains:

- 17           1. Planning and preparation.
- 18           2. The classroom environment.
- 19           3. Instruction.
- 20           4. Professional responsibilities and development.

21           (b) A teacher or principal evaluated under this subsection shall be placed in one  
22 of multiple performance categories.

23           **SECTION 6.** 119.04 (1) of the statutes, as affected by 2011 Wisconsin Act 85, is  
24 amended to read:

1           119.04 (1) Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),  
 2           66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,  
 3           115.345, 115.365 (3), 115.38 (2), 115.415, 115.445, 118.001 to 118.04, 118.045, 118.06,  
 4           118.07, 118.075, 118.076, 118.10, 118.12, 118.125 to 118.14, 118.145 (4), 118.15,  
 5           118.153, 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.223, 118.225,  
 6           118.24 (1), (2) (c) to (f), (6), (8), and (10), 118.245, 118.255, 118.258, 118.291, 118.292,  
 7           118.30 to 118.43, 118.46, 118.51, 118.52, 118.55, 120.12 (4m), (5), and (15) to (27),  
 8           120.12 (2m), 120.125, 120.13 (1), (2) (b) to (g), (3), (14), (17) to (19), (26), (34), (35), (37),  
 9           (37m), and (38), 120.14, 120.21 (3), and 120.25 are applicable to a 1st class city school  
 10          district and board.

11           **SECTION 7.** 120.12 (2m) of the statutes is created to read:

12           120.12 (2m) EDUCATOR EFFECTIVENESS. (a) Beginning in the 2014-15 school  
 13          year, annually evaluate the effectiveness of each teacher and principal employed by

14          the school district using one of the systems established under s. 115.415/ <sup>either</sup> <sup>(2) or the</sup> <sup>equivalency</sup> <sup>process</sup> <sup>established</sup>

15          (b) Annually report the results of the evaluations under par. (a) to the  
 16          department.

17          (c) Ensure that the results of evaluations conducted under this subsection are  
 18          not subject to public inspection, copying, or disclosure under s. 19.35.

19           **SECTION 8. Nonstatutory provisions.**

20          (1) Notwithstanding section 16.42 (1) (e) of the statutes, in submitting  
 21          information under section 16.42 of the statutes for purposes of the 2013-15 biennial  
 22          budget bill, the department of public instruction shall submit information  
 23          concerning the cost of developing and implementing the educator effectiveness  
 24          evaluation systems under section 115.415 of the statutes, as created by this act.

(END)

25          (5) EDUCATOR EFFECTIVENESS EVALUATION SYSTEM

and equivalency process

1

**Insert analysis**

Under current law, the Department of Public Instruction (department) establishes standards and requirements for and approves education programs leading to licensure as a teacher, including programs leading to licensure as an alternative education program teacher. This bill requires each teacher education program located in this state to, beginning on July 1, 2012, and annually thereafter, provide the department with a list of graduates, and their graduation dates, from each term or semester of the program's most recently completed academic year. The bill requires the department to include this information about graduates of teacher education programs in the statewide student information system.

This bill requires the department to work in consultation with the governor's office, the University or Wisconsin system, chairpersons and ranking members of the Senate and Assembly education committees, the technical college system, and the Wisconsin Association of Independent Colleges and Universities to determine how the performance of recent graduates of teacher education programs should be used to evaluate the teacher education programs, what measures of performance will be used to evaluate teacher performance, and the system through which information about teacher performance and the evaluation of teacher education programs will be made available to the public. The bill requires the department to, beginning in the 2013-14 school year, report the rate of passage of recent graduates of each teacher education program and any other information recommended by the department in consultation with the entities above on the system developed as required in the bill.

This bill also requires the department to develop an educator effectiveness evaluation system (state system) and to develop, by rule, an equivalency process aligned with the state system (equivalency process) to assist school districts in the evaluation of the performance of teachers and principals in the district. Under the state system, fifty percent of the total evaluation score assigned to a teacher or principal must be based on measures of student performance, and fifty percent of the total evaluation score must be based upon the extent to which the teacher's or principal's practice meets certain interstate standards established under the 2011 Interstate Teacher Assessment and Support Consortium and the 2008 Interstate School Leaders Licensure Consortium Educational Leadership Policy Standards, respectively. The equivalency process must be based upon the same interstate standards as the state system and must evaluate the teacher or principal with reference to the following four domains: planning and preparation, the classroom environment, instruction, and professional responsibilities and development. Teachers and principals evaluated under both the state system and the equivalency process must be placed in one of multiple performance categories. Each school district must begin evaluating teachers and principals using either the state system or the equivalency process in the 2014-15 school year.

on licensure examinations

and

to develop a

50

50

for under

mtg w/ DPI, Gov. office, Kedell/Olson (M. Thompson, K. Liedl, M. Bickman, C. Klaw, J. Kammerdell, M. Grant, S. Archibald) 1/30/2012  
 LRB - 3814/P2

### Changes: 1. Teacher Evaluation

- Move requirement that teachers be evaluated from cl. 120 to cl. 115
- \* require DPI to consult w/ UW, Gov. office, Technical college system, chairs & ranking members of Assembly & Senate education committees to develop teacher evaluation system and equivalency rules
- \* For system equivalency process, require DPI to establish process by rule
  - see email and attachment from S. Archibald
  - \* require domains and components of state model in equivalency process

### 2. Teacher Education Program Evaluation

- require DPI to develop system to make information about teacher prep programs available to public
- require DPI to work w/ Gov. office, UW, tech. college system, chairs & ranking members of Senate & Assembly education committees to determine:
  - how performance of graduates will be used to evaluate teacher prep programs (including reporting of license exam passage rates)
- require DPI to include information about passage rates of license exams on Student Information System.

STATE OF WISCONSIN - LEGISLATIVE REFERENCE BUREAU

LRB

Research (608-266-0341)

Library (608-266-7040)

Legal (608-266-3561)

LRB

T. Conf. w/ Michael Brideman 2/1/12

LRB - 3814/P3

p. 3 line 1: change UW-Madison to UW System

p. 3 ln. 16 and 19: licensure examinations administered for licensure

p. 4 ~~\*\*\*\*~~ NOTE: keep principal (not administrator)

p. 5 components are established by INTASC (as parts of domains);  
redraft to reflect stds of INTASC, ISLCEL

p. 6 ~~\*\*\*\*~~ NOTE: Yes, place in multiple performance categories

## Kuczenski, Tracy

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**From:** Grant, Peter  
**Sent:** Monday, February 06, 2012 9:38 AM  
**To:** Kuczenski, Tracy  
**Subject:** FW: Follow-up to Friday

**Attachments:** Picture (Device Independent Bitmap); Picture (Device Independent Bitmap); Picture (Device Independent Bitmap); Picture (Device Independent Bitmap); Picture (Device Independent Bitmap)

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**From:** Kammerud, Jennifer DPI [<mailto:Jennifer.Kammerud@dpi.wi.gov>]  
**Sent:** Monday, February 06, 2012 9:34 AM  
**To:** Brickman, Michael - DOA  
**Cc:** Grant, Peter; Archibald, Sarah; Kulow, Chris; Liedl, Kimberly - GOV  
**Subject:** Follow-up to Friday

Michael,

I'm back in and Mike Thompson updated me on the last conversations from Friday. There are two follow-up items he discussed with you regarding 3814/P5 (educator effectiveness) that we want to make sure get made.

- 1) Under section 5, 115.415(3)(a), there is on p.6, line 13 a reference to the performance of teachers and principals in the four domains. The words "and principals" need to be removed as those domains don't apply to principals.
- 2) We need to remove references to annual evaluations as we do not annually evaluate all teachers and principals. Those references are found under section 5, p.5, lines 10 and 11 and section 7, p.7 line 9.

Additionally, we saw the e-mail from Sarah to Peter Grant from this morning. I just wanted to reconfirm we will see and approve the final draft before it goes out publically so that it is right when it goes out. We are not interested in doing cleanup through amendments.

Jennifer

Jennifer Kammerud  
Legislative Liaison  
Department of Public Instruction  
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Madison, WI 53707  
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<http://dpi.wi.gov>



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## Kuczenski, Tracy

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**From:** Kammerud, Jennifer DPI [Jennifer.Kammerud@dpi.wi.gov]  
**Sent:** Monday, February 06, 2012 11:27 AM  
**To:** Kuczenski, Tracy  
**Cc:** Grant, Peter; Brickman, Michael - DOA; Archibald, Sarah; Kulow, Chris; Thompson, Michael  
DPI  
**Subject:** FW: Follow-up to Friday  
**Importance:** High

Tracy,

1. Our conversation on Friday afternoon was with Michael. I assume so.
2. Yes.
3. No.
4. Okay.

---

**From:** Kuczenski, Tracy [mailto:Tracy.Kuczenski@legis.wisconsin.gov]  
**Sent:** Monday, February 06, 2012 10:57 AM  
**To:** Grant, Peter  
**Cc:** Brickman, Michael - DOA; Archibald, Sarah; Kulow, Chris; Liedl, Kimberly - GOV; Kammerud, Jennifer DPI  
**Subject:** RE: Follow-up to Friday

Jennifer, Michael et al.:

I received these instructions for revisions to 3814/P5. I have four questions:

1. Is there agreement from all parties about making these changes?
2. If I eliminate "and principals" from p. 6, line 13, is the reference to the 2008 Interstate School Leaders Licensure Consortium Education Leadership Policy sufficient information for the development of criteria for evaluating principals under the equivalency process?
3. Do you want to specify when teacher/principal evaluations must be (if not annually)?
4. Unless you want to see the educator effectiveness piece as an individual draft again, I don't plan to make these changes on LRB-3814/P5, but instead will incorporate them into the final compile draft (LRB-4017). Okay?

Tracy

Tracy K. Kuczenski  
*Legislative Attorney*  
Wisconsin Legislative Reference Bureau  
tracy.kuczenski@legis.wisconsin.gov  
(608) 266-9867

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**From:** Grant, Peter  
**Sent:** Monday, February 06, 2012 9:38 AM  
**To:** Kuczenski, Tracy  
**Subject:** FW: Follow-up to Friday

---

**From:** Kammerud, Jennifer DPI [mailto:Jennifer.Kammerud@dpi.wi.gov]  
**Sent:** Monday, February 06, 2012 9:34 AM  
**To:** Brickman, Michael - DOA  
**Cc:** Grant, Peter; Archibald, Sarah; Kulow, Chris; Liedl, Kimberly - GOV  
**Subject:** Follow-up to Friday

Michael,

I'm back in and Mike Thompson updated me on the last conversations from Friday. There are two follow-up items he discussed with you regarding 3814/P5 (educator effectiveness) that we want to make sure get made.

- 1) Under section 5, 115.415(3)(a), there is on p.6, line 13 a reference to the performance of teachers and principals in the four domains. The words "and principals" need to be removed as those domains don't apply to principals.
- 2) We need to remove references to annual evaluations as we do not annually evaluate all teachers and principals. Those references are found under section 5, p.5, lines 10 and 11 and section 7, p.7 line 9.

Additionally, we saw the e-mail from Sarah to Peter Grant from this morning. I just wanted to reconfirm we will see and approve the final draft before it goes out publically so that it is right when it goes out. We are not interested in doing cleanup through amendments.

Jennifer

Jennifer Kammerud  
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**Kuczenski, Tracy**

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**From:** Archibald, Sarah  
**Sent:** Tuesday, February 07, 2012 4:00 PM  
**To:** Grant, Peter; Kuczenski, Tracy; Kulow, Chris; Liedl, Kimberly - GOV; Brickman, Michael - DOA; Kammerud, Jennifer - DPI (Jennifer.Kammerud@dpi.wi.gov); Justman, Jessica C - DPI; 'Thompson, Michael - DPI'  
**Subject:** FW: bill

Hi All,

Anne made the discovery listed below, and we are requesting that the draft be changed to reflect it.

Just wanted to let you all know – please let me know if you see any problem with it.

Thanks!  
Sarah

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**From:** Sappenfield, Anne  
**Sent:** Tuesday, February 07, 2012 3:48 PM  
**To:** Archibald, Sarah  
**Subject:** bill

Hi Sarah,

For some reason I can't find the other email, so I will have to let you forward it.

Language on the top of page 7 provides that DPI must require each teacher preparatory and education program to prominently display information regarding its recent graduates on its website. I do not believe DPI has the authority to require these programs to do so, so I would suggest simply requiring the programs to post the information on their websites.

Let me know if you have any questions.

Anne

*Anne Sappenfield*  
Senior Staff Attorney  
WI Legislative Council  
(608) 267-9485



State of Wisconsin  
2011 - 2012 LEGISLATURE



LRB-3814/P5  
TKK:jld&kjf:jf

**PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION**

Note from drafter:

This draft reflects changes made once the draft  
was compiled into CRB-40/7

- 1 AN ACT *to amend* 115.28 (7) (a), 115.28 (7) (e) 2. and 119.04 (1); and *to create*  
2 115.28 (7g), 115.28 (12) (ag), 115.415 and 120.12 (2m) of the statutes; **relating**  
3 to: grading <sup>evaluating</sup> teacher preparatory programs, evaluating educator effectiveness,  
4 and requiring the exercise of rule-making authority.

---

***Analysis by the Legislative Reference Bureau***

Under current law, the Department of Public Instruction (department) establishes standards and requirements for and approves education programs leading to licensure as a teacher, including programs leading to licensure as an alternative education program teacher. This bill requires each teacher education program located in this state to, beginning on July 1, 2012, and annually thereafter, provide the department with a list of graduates, and their graduation dates, from each term or semester of the program's most recently completed academic year. The bill requires the department to include this information about graduates of teacher education programs in the statewide student information system.

This bill requires the department to work in consultation with the governor's office, the University or Wisconsin system, chairpersons and ranking members of the senate and assembly education committees, the technical college system, and the Wisconsin Association of Independent Colleges and Universities to determine how the performance of recent graduates of teacher education programs should be used to evaluate the teacher education programs and what measures of performance will be used to evaluate teacher performance and to develop a system through which information about teacher performance and the evaluation of teacher education

programs will be made available to the public. The bill requires the department, beginning in the 2013-14 school year, to report the rate of passage on licensure examinations of recent graduates of each teacher education program and any other information recommended by the department in consultation with the entities above on the system developed as required in the bill.

This bill also requires the department to develop an educator effectiveness evaluation system (state system) and to develop, by rule, an equivalency process aligned with the state system (equivalency process) to assist school districts in the evaluation of the performance of teachers and principals in the district. Under the state system, 50 percent of the total evaluation score assigned to a teacher or principal must be based on measures of student performance, and 50 percent of the total evaluation score must be based upon the extent to which the teacher's or principal's practice meets standards established under the 2011 Interstate Teacher Assessment and Support Consortium or under the 2008 Interstate School Leaders Licensure Consortium Educational Leadership Policy Standards, respectively. The equivalency process must be based upon the same interstate standards as the state system and must evaluate the teacher or principal with reference to the following four domains: planning and preparation, the classroom environment, instruction, and professional responsibilities and development. Teachers and principals evaluated under both the state system and the equivalency process must be placed in one of multiple performance categories. Each school district must begin evaluating teachers and principals using either the state system or the equivalency process in the 2014-15 school year.

For further information see the *state and local* fiscal estimate, which will be printed as an appendix to this bill.

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

1           SECTION 1. 115.28 (7) (a) of the statutes is amended to read:  
2           115.28 (7) (a) License all teachers for the public schools of the state; make rules  
3           establishing standards of attainment and procedures for the examination and  
4           licensing of teachers within the limits prescribed in ss. 118.19 (2) and (3), 118.192,  
5           and 118.195; prescribe by rule standards, requirements, and procedures for the  
6           approval of teacher preparatory programs leading to licensure, including a  
7           requirement that, beginning on July 1, 2012, and annually thereafter, each teacher  
8           preparatory program located in this state shall submit to the department a list of

1 graduates, together with their date of graduation, from each term or semester of the  
2 program's most recently completed academic year; file in the state superintendent's  
3 office all papers relating to state teachers' licenses; and register each such license.

4 **SECTION 2.** 115.28 (7) (e) 2. of the statutes is amended to read:

5 115.28 (7) (e) 2. Promulgate rules establishing requirements for licensure as  
6 an alternative education program teacher and for the approval of teacher education  
7 programs leading to licensure as an alternative education program teacher. The  
8 rules shall include a requirement that each teacher education program described in  
9 this subdivision and located in this state shall, beginning on July 1, 2012, and  
10 annually thereafter, submit to the department a list of graduates, together with their  
11 date of graduation, from each term or semester of the program's most recently  
12 completed academic year. The rules shall encompass the teaching of multiple  
13 subjects or grade levels or both, as determined by the state superintendent. The  
14 rules may require teacher education programs to grant credit towards licensure as  
15 an alternative education program teacher for relevant experience or demonstrated  
16 proficiency in relevant skills and knowledge.

17 **SECTION 3.** 115.28 (7g) of the statutes is created to read:

18 115.28 (7g) EVALUATION OF TEACHER PREPARATORY PROGRAMS.

19 (a) The department shall, in consultation with the governor's office, the  
20 chairpersons of the committees in the assembly and senate whose subject matter is  
21 elementary and secondary education and ranking members of those committees, the  
22 University of Wisconsin System, the technical college system, and the Wisconsin  
23 Association of Independent Colleges and Universities, do all of the following:

24 1. Determine how the performance of recent graduates of teacher preparatory  
25 programs described in s. 115.28 (7) (a) and located in this state and teacher education

1 programs described in sub. 115.28 (7) (e) 2. and located in this state will be used to  
2 evaluate the teacher preparatory and education programs, including by defining  
3 "recent graduate" and identifying measures of performance.

4 2. Determine how the measures of performance of recent graduates identified  
5 as required under subd. 1. will be made accessible to the public.

6 3. Develop a system to publicly report the measures of performance identified  
7 as required under subd. 1. for each teacher preparatory and education program  
8 identified in subd. 1.

9 (b) Beginning in the 2013-14 school year, the department shall use the system  
10 developed under par. (a) 3. to report the rate of passage of recent graduates on  
11 examinations administered for licensure under s. 115.28 (7) and any other  
12 information required to be reported under par. (a) 1.

13 (c) Beginning in the 2013-14 school year, ~~the department shall require~~<sup>a</sup> each  
14 teacher preparatory and education program ~~to~~<sup>e shall</sup> prominently display and annually  
15 update the rate of passage of recent graduates of the program on examinations  
16 administered for licensure under s. 115.28 (7) and any other information required to  
17 be reported under par. (a) 1. on the program's Web site and ~~to~~<sup>e</sup> provide this  
18 information to persons receiving admissions materials to the program.

19 **SECTION 4.** 115.28 (12) (ag) of the statutes is created to read:

20 115.28 (12) (ag) Beginning in the 2012-13 school year, each school district  
21 using the system under par. (a) shall include in the system the following information  
22 for each teacher teaching in the school district who graduated from a teacher  
23 preparatory program described in sub. (7) (a) and located in this state or from a  
24 teacher education program described in sub. (7) (e) 2. and located in this state on or  
25 after January 1, 2012:

1           1. The name of the teacher preparatory program or teacher education program  
2 the teacher attended and from which the teacher graduated.

3           2. The term or semester and year in which the teacher graduated from the  
4 program described in subd. 1.

5           **SECTION 5.** 115.415 of the statutes is created to read:

6           **115.415 Educator effectiveness.** (1) The department shall develop an  
7 educator effectiveness evaluation system and an equivalency process aligned with  
8 the department's evaluation system for the evaluation of teachers and principals as  
9 provided in this section, and shall require each school district to evaluate teachers  
10 and principals in the district beginning in the 2014-15 school year and annually

11 thereafter.

12           (2) The department shall develop an educator effectiveness evaluation system  
13 according to the following framework:

14           (a) Fifty percent of the total evaluation score assigned to a teacher or principal  
15 shall be based upon measures of student performance, including performance on  
16 state assessments, district-wide assessments, student learning objectives,  
17 school-wide reading at the elementary and middle-school levels, and graduation  
18 rates at the high school level.

19           (b) Fifty percent of the total evaluation score assigned to a teacher or principal  
20 shall be based upon one of the following:

21           1. For a teacher, the extent to which the teacher's practice meets the core  
22 teaching standards adopted by the 2011 Interstate Teacher Assessment and Support  
23 Consortium.

1           2. For a principal, the extent to which the principal's practice meets the 2008  
2 Interstate School Leaders Licensure Consortium Educational Leadership Policy  
3 Standards.

4           (c) A teacher or principal evaluated under this subsection shall be placed in one  
5 of multiple performance categories.

6           (3) (a) The department shall promulgate by rule an equivalency process  
7 aligned with the evaluation system established under sub. (2) for school districts  
8 seeking to utilize an alternative process for the evaluation of teacher and principal  
9 practice. The process under this subsection shall be based on the criteria established  
10 in the 2011 Interstate Teacher Assessment and Support Consortium and the 2008  
11 Interstate School Leaders Licensure Consortium Educational Leadership Policy  
12 Standards, and a school district that uses the process under this subsection shall  
13 evaluate the performance of teachers and principals in the following 4 domains:

- 14           1. Planning and preparation.
- 15           2. The classroom environment.
- 16           3. Instruction.
- 17           4. Professional responsibilities and development.

18           (b) A teacher or principal evaluated under this subsection shall be placed in one  
19 of multiple performance categories.

20           **SECTION 6.** 119.04 (1) of the statutes, as affected by 2011 Wisconsin Act 85, is  
21 amended to read:

22           119.04 (1) Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),  
23 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,  
24 115.345, 115.365 (3), 115.38 (2), 115.415, 115.445, 118.001 to 118.04, 118.045, 118.06,  
25 118.07, 118.075, 118.076, 118.10, 118.12, 118.125 to 118.14, 118.145 (4), 118.15,

1 118.153, 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.223, 118.225,  
2 118.24 (1), (2) (c) to (f), (6), (8), and (10), 118.245, 118.255, 118.258, 118.291, 118.292,  
3 118.30 to 118.43, 118.46, 118.51, 118.52, 118.55, 120.12 (4m), (5), and (15) to (27),  
4 120.12(2m), 120.125, 120.13 (1), (2) (b) to (g), (3), (14), (17) to (19), (26), (34), (35), (37),  
5 (37m), and (38), 120.14, 120.21 (3), and 120.25 are applicable to a 1st class city school  
6 district and board.

7 **SECTION 7.** 120.12 (2m) of the statutes is created to read:

8 120.12 (2m) EDUCATOR EFFECTIVENESS. (a) Beginning in the 2014-15 school  
9 year, annually evaluate the effectiveness of each teacher and principal employed by  
10 the school district using either the system established under s. 115.415 (2) or the  
11 equivalency process established by rule under s. 115.415 (3).

12 (b) Ensure that the results of evaluations conducted under this subsection are  
13 not subject to public inspection, copying, or disclosure under s. 19.35.

14 **SECTION 8. Nonstatutory provisions.**

15 (1) EDUCATOR EFFECTIVENESS EVALUATION SYSTEM. Notwithstanding section  
16 16.42 (1) (e) of the statutes, in submitting information under section 16.42 of the  
17 statutes for purposes of the 2013-15 biennial budget bill, the department of public  
18 instruction shall submit information concerning the cost of developing and  
19 implementing the educator effectiveness evaluation system and equivalency process  
20 under section 115.415 of the statutes, as created by this act.

21 (END)