

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1999

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SENATE BILL 482

Short Title: Local Flexibility/Sch. Evaluations.

(Public)

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Sponsors: Senators Lucas; Albertson, Ballance, Cooper, Dannelly, Hoyle, Martin of Pitt, Martin of Guilford, Miller, Phillips, Purcell, Shaw of Cumberland, and Warren.

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Referred to: Education/Higher Education.

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March 23, 1999

A BILL TO BE ENTITLED

1 AN ACT TO GIVE LOCAL BOARDS OF EDUCATION ADDITIONAL  
2 FLEXIBILITY IN DEALING WITH CERTIFIED EMPLOYEES WHO RECEIVE  
3 POOR RATINGS ON EVALUATIONS.  
4

5 The General Assembly of North Carolina enacts:

6 Section 1. G.S. 115C-333(b) reads as rewritten:

7 "(b) Action Plans. –

8 (1) If a certified employee in a low-performing school receives an  
9 unsatisfactory or below standard rating on any function of the  
10 evaluation that is related to the employee's instructional duties, the  
11 individual or team that conducted the evaluation shall recommend to the  
12 superintendent that: (i) the employee receive an action plan designed to  
13 improve the employee's performance; or (ii) the superintendent  
14 recommend to the local board that the employee be dismissed or  
15 demoted. The superintendent shall determine whether to develop an  
16 action plan or to recommend a dismissal proceeding. Action plans shall  
17 be developed by the person who evaluated the employee or the  
18 employee's supervisor unless the evaluation was conducted by an  
19 assistance team or an assessment team. If the evaluation was conducted

1                   by an assistance team or an assessment team, that team shall develop the  
2                   action plan in collaboration with the employee's supervisor. Action  
3                   plans shall be designed to be completed within 90 instructional days or  
4                   before the beginning of the next school year. The State Board shall  
5                   develop guidelines that include strategies to assist local boards in  
6                   evaluating certified employees and developing effective action plans  
7                   within the time allotted under this section. Local boards may adopt  
8                   policies for the development and implementation of action plans or  
9                   professional development plans for employees who do not require  
10                  action plans under this section.

11                  (2) ~~Local boards shall adopt policies to require action plans for all certified~~  
12                  ~~employees who receive a below standard or unsatisfactory rating on an~~  
13                  ~~evaluation in the event the superintendent does not recommend~~  
14                  ~~dismissal, demotion, or nonrenewal."~~

15                  Section 2. This act becomes effective July 1, 1999, and applies to all school  
16                  years beginning with the 1999-2000 school year.