

facsimile
TRANSMITTAL

To:

Mike Cohen

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Re:

Teacher Evaluation in Arkansas

Date:

July 17, 1996

Pages:

18, including this cover sheet.

Comments:

as requested

From the desk of...

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TEACHER EVALUATION IN ARKANSAS

TEACHER TESTING

Before 1977, only one state, North Carolina required teachers to pass some type of certification examination. As of October 1983, 30 states reported having some type of testing program for teachers.

In 1983 Arkansas became the first state in the nation to require the testing of inservice teachers. The Arkansas Law requires certified persons to pass a basic skills test in reading, writing and mathematics. It also requires certified persons to make a passing score on the National Teachers Examination or take six hours of senior or graduate level coursework in the area of certification and obtain at least a "B" average. The deadline for both the basic skills requirement and the National Teachers Examination requirement is July 1, 1987.

The Arkansas Test, the Arkansas Educational Skills Assessment, was developed by the Arkansas Department of Education with the assistance of Instructional Objectives Exchange of Culver City, California. The test is a criterion-referenced test which allows examinees to effectively prepare in advance of testing and to be remediated if they fail in their initial attempt to pass the test. The sub-skills on the test are:

<u>READING</u>	<u>WRITING</u>	<u>MATHEMATICS</u>
Main Idea	Legibility	Applied Computation
Details	Spelling	Number Concepts
Facts and Opinions	Capitalization	Graphs and Tables
Reference Usage	Punctuation	Measurement
Professional Vocabulary	Sentence Formation	
	Word Usage	
	Organization	

A key feature of the test development process was the involvement of Arkansas educators. First, a broadly representative committee of 36 Arkansas teachers and administrators was assembled to: (1) assist in the determination of skills to be assessed, (2) review proposed

test specifications to be used in generating the test items that would measure each skill, and (3) review the actual test items generated according to the committee - approved specifications. Representatives of the state teacher association were invited to serve as observers for most of these activities.

Later, 228 Arkansas educators reviewed the content of the test items in a statewide item review. These educators also recommended passing standards for reading, writing and mathematics sections of the test.

A separate bias review committee of seven members (six of whom were black) reviewed all test items in an effort to identify any items which might be biased on the basis of ethnicity or gender.

In addition, nearly 500 randomly selected Arkansas educators participated in a field-test of the potential test items.

Arkansas educators were made aware of the skills to be measured by the test through the state's distribution of detailed descriptions of the skills in a test brochure. The State also conducted regional workshops to present the skills to area representatives of school districts.

The test construction process took nine months and on March 23, 1985, the test was administered for the first time. During the first administration 25,077 certified persons took the test. To date 33,694 certified persons have been tested. Failure rates have been calculated for the first 28,000 examinees. Approximately 10% of those taking the test failed to meet the qualifying score of 70%. The state now plans to administer the test four times before the cut-off date.

Those who failed to make the qualifying score have been provided

with study guides by the State. The State has also conducted remediation sessions on educational television.

TEACHER EVALUATION

In addition to the testing program the state is now in the process of adopting a state Teacher Evaluation Model to be the required evaluation program in all schools in the state. In 1983, the Governor appointed twenty-one educators and parents to the Teacher Education, Certification and Evaluation Committee. This committee was created by state statute and has the responsibility of making recommendations to the State Board of Education.

The Evaluation Model that has been developed by this committee is scheduled to be in place during the 1986-87 school year. It is a performance based program including three components: (1) check lists with descriptors and indicators, (2) clinical supervision, and (3) goal setting.

1) How many teachers took and passed the test?

(took) 37,326

(passed) 33,943 - 91% (failed) 3,383 - 9%

2) How many failed, then passed?

(failed then passed) 2,029 - 60%

3) How many never passed?

1,354 - 3.6%

4) How many left teaching after failure or without taking the test?

Of the 1,354 who never passed the test 1,073 (79.2%) were teaching during the 1984-85 school year. The following is a breakdown of the 1,354 who never passed the test and the year their certificate expires:

Prior to 1985	-	37	
1985	-	51	
1986	-	54	
1987	-	272	
1988	-	154	
1989	-	148	
1990	-	153	
1991	-	45	
1992	-	53	157
1993	-	66	
1994	-	38	
		1,071	
Not on certification file	-	244	
		1,315	

The following is a breakdown of the remaining 39* who never passed the test:

1995	-	11
1996	-	16
1997	-	12
		39*

ACT 350 1985

1985

State of Arkansas
75th General Assembly
Regular Session, 1985

A Bill

HOUSE BILL 511

By: Representatives Mahony, Cabe, Flanagan, Shaver, Osterloh, Parkerson, and
Wilson

AS ENGROSSED 2/6/85

For An Act To Be Entitled

1 "AN ACT TO REENACT ACT 76 OF THE FIRST EXTRAORDINARY SESSION.
2 OF 1983 AND EXTEND ITS PROVISIONS TO ALL PERSONS HOLDING
3 CERTIFICATES REQUIRED BY LAW FOR EMPLOYMENT IN THE PUBLIC
4 SCHOOLS OF ARKANSAS; AND FOR OTHER PURPOSES."

5
6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

7
8 SECTION 1. The State Board of Education is hereby authorized and
9 directed to establish and implement a certified personnel testing program.

10
11 SECTION 2. (a) During the 1984-85 school year, certified personnel
12 employed by public schools of this State shall undergo testing of their func-
13 tional academic skills, including, but not limited to, reading, writing and
14 mathematics. The tests shall be designated, adapted or developed by the State
15 Board of Education and validated by the State Board of Education for eva-
16 luating functional academic skills of certified personnel. The State Board of
17 Education shall prescribe the expected level of performance on such tests.

18 (b) Certified personnel whose performance on such functional academic
19 skills test is below the expected level of performance as established by regu-
20 lation of the State Board of Education shall be required to undergo remedial
21 action to overcome such deficiency. Remedial action shall be:

22 (1) participation in a district-sponsored employee proficiency
23 improvement program; or

24 (11) enrolling in course work in an institution of higher education
25 to overcome skill deficiencies prior to retesting. Certified personnel
26 failing to achieve the required level of performance on the functional
27 academic skills test shall be required to undergo further testing at the
28 end of one year, or sooner if such person files a request therefor in
29 writing with the school board of the employing district or the State
30 Board of Education if not employed.

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1 (c) Certified personnel passing the functional academic skills tests
2 shall be considered proficient in functional academic skills and shall not be
3 required to undergo further testing for functional academic skills
4 proficiency.

5 (d) No certified personnel shall be dismissed within one year solely for
6 failure to score satisfactorily on the functional academic skills tests
7 required in this Section, but shall be given an opportunity to overcome such
8 deficiencies through in-service training programs, counseling and other reme-
9 dial action recommended by the school district under standards promulgated by
10 the State Board of Education.

11 (e) Any teacher, administrator or other certified person who has not
12 satisfactorily completed the test required by this Section shall not be eli-
13 gible for recertification at the expiration of the certificate held by the
14 teacher, administrator or other certified person on January 1, 1985, until
15 such time as the teacher, administrator or other certified person does take
16 the required tests and score at or above the level for satisfactory comple-
17 tion. No renewal or certification shall be issued after June 1, 1985, to any
18 teacher, administrator or other certified person who has not taken the test
19 required by this Act and scored at or above the level for satisfactory comple-
20 tion of such tests established by the Department of Education. Any teacher,
21 administrator or other certified person whose certification expires between
22 June 1, 1985 and June 1, 1987, and who has not successfully completed the test
23 required by this Section shall be issued a temporary certification which shall
24 expire on June 1, 1987.

25

26 SECTION 3. (a) During the 1984-85 school year, all certified personnel
27 employed by the public school districts of this State shall be required to
28 take a nationally recognized test designated or developed and validated by the
29 State Board of Education in a subject area in which such person is certified
30 and teaching during the 1984-85 school year. If a person is not teaching in a
31 subject area in which he/she is certified during the 1984-85 school year, that
32 person shall be given the aforementioned test in an area in which the person
33 is certified as determined by appropriate guidelines, rules and regulations
34 promulgated therefor by the State Board of Education. If there is no subject
35 area test for a person for the subject area in which a person is certified,
36 then a test shall be given in an area which is determined to be appropriate

H.B.

1 under guidelines, rules and regulations promulgated by the State Board of
2 Education. If there is no appropriate test, then the person shall take six
3 hours described hereinbelow. Notwithstanding the above, any certified per-
4 sonnel hereinabove described may choose to take not less than six hours of aca-
5 demic course work at an institution of higher education and attain a 3.00
6 grade point average on a 4.00 grade scale in such course work. The course
7 work required by this Section shall be senior or graduate level in the area of
8 certification or teaching of the individual and shall be in accordance with
9 guidelines established by the State Board of Education. Any teacher, admin-
10 nistrator or other certified person who took the N.T.E. subject area test in
11 his/her area of certification after January 1, 1980, and scored at or above
12 the level established by the State Board of Education for satisfactory comple-
13 tion of such test shall be exempt from the requirements of this Section. Any
14 teacher, administrator or other certified person who took six (6) hours of
15 academic course work in his/her area of certification after January 1, 1980
16 and attained a 3.00 grade point average or better on a 4.00 grade scale shall
17 be exempt from the requirements of this Section. Any certified personnel who
18 selects to take six (6) hours of academic course work must complete these six
19 (6) hours prior to July 1, 1987. Certified personnel who do not achieve the
20 level of performance on such test established by the State Board of Education
21 for successful completion of such test shall be required to successfully
22 complete an amount of academic subject area course work in accordance with
23 guidelines established by the State Board of Education.

24 (b) Any teacher, administrator or other certified person who fails to
25 take the test required by this Section or to comply with the educational alter-
26 native shall not be eligible for recertification after June 1, 1987.

27
28 SECTION 4. Any teacher, administrator or other person holding a cer-
29 tificate issued by the State Board of Education and not employed by the public
30 schools of this State during the 1984-85 school year shall satisfactorily
31 complete the testing requirement in Section 2 and the testing requirement or
32 educational alternative in Section 3 prior to renewal of his/her certificate.
33 Any teacher, administrator or other certified person in this category whose
34 certificate expires before June 1, 1987 and who has not successfully completed
35 the requirements of this Section shall be issued a temporary certificate which
36 shall expire June 1, 1987.

1 Any teacher, administrator or other person trained in and/or certified by
2 a state other than Arkansas who seeks Arkansas certification shall satisfac-
3 torily complete the testing requirements of this measure prior to standard
4 certification.

5
6 SECTION 5. Scores from the tests required under the provisions of this
7 Act shall be reported to and kept by the State Department of Education and by
8 the local school district of the employed certified person(s). Scores shall
9 given to the certified personnel tested. Personally identifiable scores shall
10 not be open or made available to the public, but reports may be prepared and
11 released by a local school district and/or the State Department of Education
12 with respect to overall results of certified personnel scores in a particular
13 school district or in all of the school districts of this State. Reports of
14 certified personnel scores as authorized herein may be made at such frequency
15 as the school board of the district or the Department of Education may deem
16 appropriate.

17
18 SECTION 6. Act 76 of the First Extraordinary Session of 1983 (Ark. Sta.
19 80-1267 through 1267.3) and all laws and parts of laws in conflict with this
20 Act are hereby repealed.

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APPROVED BY *Ray Clanton*
GOVERNOR

3/15/85

Marion C. C. C.

Boyd D. D.

jmb313

State of Arkansas
76th General Assembly
Regular Session, 1987

ACT 512 1987

A Bill

SENATE BILL 541

By: Senators Harriman, Malone, Bookout, Hardin and Fitch

As engrossed 3-9-87

For An Act To Be Entitled

1 "AN ACT TO AMEND ACT 350 OF 1985 TO ALLOW TEACHERS TO ATTAIN
2 CREDIT HOURS DURING THE SUMMER OF 1987 TOWARD COMPLIANCE WITH
3 ACT 350; AND FOR OTHER PURPOSES."
4

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
6

7 SECTION 1. Section 2(e) of Act 350 of 1985 is hereby amended to read as
8 follows:

9 "Section 2(e). Any teacher, administrator or other certified person who
10 has not satisfactorily completed the test required by this Section shall not
11 be eligible for recertification at the expiration of their current
12 certificate."
13

14 SECTION 2. Section 3 of Act 350 of 1985 is hereby amended to read as
15 follows:

16 "Section 3. (a) During the 1984-85 school year, all certified personnel
17 employed by the public school districts of this State shall be required to
18 take a nationally recognized test designated or developed and validated by the
19 State Board of Education in a subject area in which such person is certified
20 or teaching during the 1984-85 school year. If a person is not teaching in a
21 subject area in which he/she is certified during the 1984-85 school year, that
22 person shall be given the aforementioned test in an area as determined by
23 appropriate guidelines, rules and regulations promulgated therefor by the
24 State Board of Education. If there is no subject area test for a person for
25 the subject area in which a person is certified, then a test shall be given in
26 an area which is determined to be appropriate under guidelines, rules and
27 regulations promulgated by the State Board of Education. If there is no
28 appropriate test, then the person shall take six (6) hours described herein
29 below. Notwithstanding the above, any certified personnel hereinabove
30 described may choose to take not less than six (6) hours of academic course

S.B.

1 work at an institution of higher education and attain a 3.00 grade point
2 average on a 4.00 grade scale in such course work. The course work required
3 by this Section shall be senior or graduate level in the area of certification
4 or teaching of the individual and shall be in accordance with guidelines
5 established by the State Board of Education. Any teacher, administrator or
6 other certified person who took the N.T.E. subject area test in his/her area
7 of certification after January 1, 1980, and scored at or above the level
8 established by the State Board of Education for satisfactory completion of
9 such test shall be exempt from the requirements of this Section. Any teacher,
10 administrator or other certified person who took six (6) hours of academic
11 course work in his/her area of certification after January 1, 1980 and
12 attained a 3.00 grade point average or better on a 4.00 grade scale shall be
13 exempt from the requirements of this Section. Any certified personnel who
14 selects to take six (6) hours of academic course work must complete these six
15 (6) hours prior to September 1, 1987. Certified personnel who do not achieve
16 the level of performance on such test established by the State Board of
17 Education for successful completion of such test shall be required to success-
18 fully complete an amount of academic subject area course work in accordance
19 with guidelines established by the State Board of Education.

20 (b) Any teacher, administrator or other certified person who fails to
21 take the test required by this Section or to comply with the educational
22 alternative shall not be eligible for recertification after September 1,
23 1987."

24

25 SECTION 3. Section 4 of Act 350 of 1985 is hereby amended to read as
26 follows:

27 "Section 4. Any teacher, administrator, or other person holding a cer-
28 tificate issued by the State Board of Education and not employed by the public
29 schools of this State during the 1984-85 school year shall satisfactorily
30 complete the testing requirement in Section 2 and the testing requirement or
31 educational alternative in Section 3 prior to recertification. Any person in
32 this category who fails to satisfactorily complete the test required by
33 Section 2 and/or the test required by Section 3 or its educational alternative.
34 shall not be eligible for recertification at the expiration of their current
35 certificate."

36

As engrossed 3-9-87

S.B. 541

1 SECTION 4. Any teacher, administrator, or other certified person who is
2 not eligible for recertification due to failure to comply with this Act is
3 eligible to apply for new certification under initial certification regula-
4 tions or such other regulations as are promulgated by the State Board of
5 Education.

6
7 SECTION 5. All laws and parts of laws in conflict with this Act are
8 hereby repealed.

9
10 SECTION 6. It is hereby found and determined by the General Assembly of
11 the State of Arkansas that a shortage of certified teachers may exist in the
12 future; that the immediate implementation of this Act is necessary to preserve
13 the peace, safety and health of the citizens of the State of Arkansas.
14 Therefore, an emergency is declared to exist, and this Act being necessary for
15 the preservation of the public peace, health, and safety shall be in full
16 force and effect from and after its passage and approval.

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19 /s/ Harriman, et al
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30 4/1/87
31 APPROVED BY B. Harriman
32 GOVERNOR
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ACT 609 1989

1 State of Arkansas

AS ENGROSSED 2/17/89

2 77th General Assembly

3 Regular Session, 1989

A Bill

HOUSE BILL

1173

4 By: Representatives Northcutt, Day, Hutchinson, Matthews,

5 Mahony, McKissack, and Keet

6

7

For An Act To Be Entitled

8

"AN ACT TO ENABLE ANY PUPIL TO ATTEND A PUBLIC SCHOOL IN

9

ARKANSAS IN A DISTRICT OTHER THAN THAT ONE IN WHICH THE PUPIL

10

RESIDES, SUBJECT TO THE RESTRICTIONS AND CONDITIONS CONTAINED

11

HEREIN; AND FOR OTHER PURPOSES."

12

13 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

14

15 SECTION 1. TITLE. This Act may be referred to and cited as the

16

"ARKANSAS PUBLIC SCHOOL CHOICE ACT OF 1989."

17

18 SECTION 2. LEGISLATIVE FINDINGS AND DECLARATION OF PUBLIC NECESSITY.

19

The General Assembly hereby finds that the students in Arkansas' public

20

schools and their parents will become more informed about and involved in the

21

public educational system if students and their parents or guardians are

22

provided greater freedom to determine the most effective school for meeting

23

their individual educational needs. There is no "right" school for every

24

~~student and permitting students to choose from among different schools with~~

25

differing assets will increase the likelihood that some marginal students stay

26

in school and that other, more motivated students find their full academic

27

potential.

28

The General Assembly further finds that giving more options to parents

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and students with respect to where they attend public school will increase the

30

~~responsiveness and effectiveness of the State's schools since teachers,~~

31

administrators, and school board members will have added incentive to satisfy

32

the educational needs of the students who reside in the district.

33

The General Assembly therefore finds that these benefits of enhanced

34

quality and effectiveness in our public schools justify permitting a student

35

to apply for admission to a school in any district beyond the one in which he

36

resides, provided that the transfer by this student would not adversely affect

AS ENGROSSED 2/17/89

H.B. 1173

1 the desegregation of either district.

2

3 SECTION 3. PUPIL CHOICE. A public school choice program is hereby
4 established to enable any pupil to attend a school in a district in which the
5 pupil does not reside, subject to the restrictions contained in this Act.

6

7 SECTION 4. APPLICATION PROCEDURE. Before a pupil may attend a school in
8 a nonresident district, the pupil's parent or guardian must submit an
9 application to the nonresident district. This application must be postmarked
10 not later than February 1, of the year in which the pupil would begin the fall
11 semester at the nonresident district.

12

13 SECTION 5. NON-PARTICIPATING DISTRICTS. A school board may, by
14 resolution, determine that it will not admit any nonresident pupils to its
15 schools pursuant to this Act.

16

17 SECTION 6. BASIS FOR ADMISSION DECISIONS. The school board of any
18 participating district must adopt, by resolution, specific standards for
19 acceptance and rejection of applications. Standards may include the capacity
20 of a program, class, grade level, or school building. Nothing in this Act
21 requires a school district to add teachers or classrooms or in any way exceed
22 the requirements and standards established by existing law. Standards may not
23 include an applicant's previous academic achievement, athletic or other
24 extracurricular ability, handicapping conditions, English proficiency level,
25 or previous disciplinary proceedings.

26

27 SECTION 7. NOTICE TO APPLICANTS. Within sixty (60) days of the receipt
28 of an application from a nonresident pupil seeking admission under the terms
29 of this Act, a participating district shall notify the parent or guardian and
30 the resident district in writing as to whether the pupil's application has
31 been accepted or rejected. If an application is rejected, the nonresident
32 district must state in the notification letter the reason(s) for rejection.

33

34 SECTION 8. Transportation. The responsibility for transportation for a
35 nonresident pupil shall be borne generally by the pupil. The resident
36 district may transport the student to the district boundary or to a point

B. Hendry

AS ENGROSSED 2/17/89

H.B. 1173

1 agreeable to the parent or the nonresident district within either the resident
2 or nonresident district and count that student in the resident
3 district's calculation for transportation funding. The nonresident district
4 may provide transportation from the resident district's boundary or from a
5 point agreeable with the parent or the resident district within either the
6 resident or nonresident district to a school in the nonresident district and
7 count that student in the nonresident district's calculation for
8 transportation funding.

9

10 SECTION 9. CREDITS. A nonresident district shall accept credits toward
11 graduation that were awarded by another district. The nonresident district
12 shall award a diploma to a nonresident pupil if the pupil meets the
13 nonresident district's graduation requirements.

14

15 SECTION 10. Minimum Foundation Aid. For purposes of determining a school
16 district's Minimum Foundation Program Aid, the nonresident student shall be
17 counted as a part of the Average Daily Membership of the district to which the
18 student has transferred. All add-on weights generated by the student shall
19 also be transferred to the district of attendance.

20

21 SECTION 11. LIMITATIONS. The provisions of this Act and all pupil
22 choice options created hereby are subject to the following limitations:

23 (a) No student may transfer to a nonresident district where the per-
24 centage of enrollment for the student's race exceeds that percentage in his
25 resident district.

26 (b) In any instance where the foregoing provisions would result in a
27 conflict with a desegregation court order, the terms of the order shall
28 govern.

29

30 SECTION 12. ATHLETIC ELIGIBILITY. A student who transfers to a
31 nonresident district shall not be eligible for interscholastic athletic
32 competition for a period of one year from the date of the beginning of the
33 transfer.

34

35 SECTION 13. DISPUTE RESOLUTION. The Board of Education shall be
36 authorized to resolve disputes arising under Sections 3, 9, 10, 11, and 12 of

R. H. Lendrick

AS ENGROSSED 2/17/89

H.B. 1173

1 this Act.

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3 SECTION 14. All provisions of this Act of a general and permanent nature
4 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code
5 Revision Commission shall incorporate the same in the Code.

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/s/W. Northcutt et al

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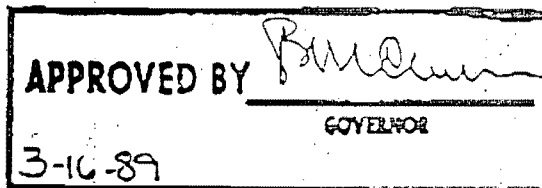
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STATE OF ARKANSAS
OFFICE OF THE GOVERNOR
State Capitol
Little Rock 72201

Bill Clinton
Governor

December 15, 1989

Dear Editor:

The Arkansas School Choice Act of 1989, passed by the General Assembly in January, 1989, affords parents a tremendous opportunity - the chance to choose the school their child will attend. The vision that Arkansans share of a strong, effective, concerned educational system is exemplified by the passage of this law.

The School Choice Program will allow students to enroll in a public school outside the district in which they live. The law recognizes that not all school children have the same interests and educational needs and that a school outside a student's resident district may better serve him. This law is also an incentive for schools to maintain high quality programs.

With the school choice law, parents now have a much greater role in their child's education. Unencumbered by the restrictions of residence, parents are now more free to seek out the school that is most beneficial to their child.

To attend a school outside his district, a student's parents or guardians must submit an application to the district the student wishes to attend. Applications for the 1990-91 school year must be postmarked no later than February 1, 1990. However, there are some restrictions on transfers dealing with racial balance. If you have questions about your child's eligibility, please contact the Arkansas Department of Education at 501-682-4204.

The law provides school districts the option of participating in the School Choice Program. Districts should publicize the decision of their school boards in time for parents to make an application before the February deadline.

The implementation of the State Standards of Accreditation for Arkansas Public Schools in 1983 set into motion what has been termed the "first wave" of educational reform. The Standards require all public schools in the State of Arkansas to meet specific educational standards developed by a committee of Arkansans and implemented by the State Board of Education and the Arkansas Department of Education. Now, almost six years later, we see a majority of the state's 1,101 schools meeting the Standards in both the letter and the spirit of the law. The time has come for us to make preparation for the "second wave" of reform - moving beyond the Standards.

December 15, 1989
Page 2

The School Choice Law is one of many steps on the state's road to a brighter future for the children of Arkansas. It is important for us, the parents and guardians of Arkansas' tomorrow, to act on our responsibility of building a state and a nation prepared to enter the 21st century.

Sincerely,



Bill Clinton

BC:kvl:ble:bm

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C O U S
F O R G E

**EDUCATING AMERICA:
STATE STRATEGIES FOR ACHIEVING THE
NATIONAL EDUCATION GOALS**

REPORT OF THE TASK FORCE
ON EDUCATION



NATIONAL GOVERNORS' ASSOCIATION

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Bill Clinton and Education: The Arkansas Story

*A candid appraisal from the NEA members who know Clinton best:
the teachers of Arkansas*

