

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1991

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HOUSE BILL 495

Short Title: Personnel Evaluation Process/Schools.

(Public)

Sponsors: Representatives Nesbitt; H. Hunter and Rogers.

Referred to: Education.

April 1, 1991

1 A BILL TO BE ENTITLED
2 AN ACT REGARDING THE DEVELOPMENT OF DUAL PERSONNEL
3 EVALUATION PROCESSES FOR THE PUBLIC SCHOOLS.
4 The General Assembly of North Carolina enacts:
5 Section 1. G.S. 115C-238.2(b) reads as rewritten:
6 "(b) Local school administrative units that participate in the Performance-based
7 Accountability Program:
8 (1) Are exempt from State requirements to submit reports and plans, other
9 than local school improvement plans, to the Department of Public
10 Education; they are not exempt from federal requirements to submit
11 reports and plans to the Department.
12 (2) Are subject to the performance standards but not the opportunity
13 standards or the staffing ratios of the State Accreditation Program. The
14 performance standards in the State Accreditation Program, modified to
15 reflect the results of end-of-course and end-of-grade tests, may serve
16 as the basis for developing the student performance indicators adopted
17 by the State Board of Education pursuant to G.S. 115C-238.1.
18 (3) May receive funds for differentiated pay for teachers and
19 administrators, in accordance with G.S. 115C-238.4, if they elect to
20 participate in a differentiated pay plan.
21 (4) May be allowed increased flexibility in the expenditure of State funds,
22 in accordance with G.S. 115C-238.5.

1 (5) May be granted waivers of certain State laws, regulations, and policies
2 that inhibit their ability to reach local accountability goals, in
3 accordance with G.S. 115C-238.6(a).

4 (6) Shall continue to use the Teacher Performance Appraisal Instrument
5 (TPAI) for evaluating beginning teachers during the first three years of
6 their employment; they may, however, develop other evaluation
7 approaches for teachers who have attained career status.

8 The Department of Public Instruction shall provide technical
9 assistance, including the provision of model evaluation processes and
10 instruments, to local school administrative units that elect to develop
11 dual personnel evaluation processes. A dual personnel evaluation
12 process includes (i) an evaluation designed to provide information to
13 guide teachers in their professional growth and development, and (ii)
14 an evaluation to provide information to make personnel decisions
15 pertaining to hiring, termination, promotion, and reassignment."

16 Sec. 2. This act is effective upon ratification.