

The PREP Act – The Details

Prepared by the Alabama School Connection, March 2, 2016.

[SB316](#) was filed Tuesday, March 1.

Senator Del Marsh (R-Anniston), Senate Pro Tem, sponsored the bill.

WHAT IT DOES:

Mandates annual evaluations for teachers, assistant principals and principals.

Creates teacher effectiveness ratings based on teacher evaluations.

- Requires 25% of teacher evaluations to be based on student growth as evidenced by test results.
- Remaining 75% will consist of at least:
 - two observations of teachers
 - student surveys (grades 3 through 12)
- Other measures can be determined by ALSDE or district

For teachers who teach state-assessed courses (math, English/reading, or science), those results will be used.

For teachers who teach courses not assessed by the state, the ALSDE will develop a list of approved assessments and tools to be used for the student growth measurement.

Mandates five levels of teacher effectiveness:

- Significantly below expectations,
- Below expectations,
- Satisfies expectations,
- Exceeds expectations,
- Significantly exceeds expectations.

Requires teacher effectiveness ratings to be published on school websites.

- No individual teacher ratings will be published.

Changes the time it takes to obtain tenure from 3 years to 5 years for teachers hired January 1, 2017, or after.

- Teachers must have effectiveness ratings of “satisfies expectations”, “exceeds expectations” or “significantly exceeds expectations” for immediate 3 years prior to being granted tenure.

Teachers who are rated in the lowest two levels of effectiveness for two years in a row can lose tenure.

If a district declares a “reduction in force” (RIF), the first measure that must be considered is the teacher effectiveness rating.

Funds the Legislative Performance Recognition Program (\$10 million), originally created in 2012 to reward schools and districts performing at high achievement levels.

- Schools eligible for monetary rewards are those whose test results are
 - In the top 10% statewide, or
 - Improve one letter grade from one year to the next (the A-F school grading system hasn’t yet been implemented, but will be soon)

Creates the Alabama Teacher Recruitment Fund (\$5 million)

- Gives one-time \$2,500 bonuses to teachers working in hard-to-staff areas, including “failing” schools, schools where 80% or more of students are receiving free or reduced-price meals, or critical shortage areas, including career tech and special education.
- Gives an additional \$1,000 for teachers who remain in that school for a fourth year.

Creates the Alabama Teacher Mentor Program (\$3 million)

- Gives \$1,000 to mentors for first-year teachers

Creates the Teacher Advisement Committee

- Nine K-12 teachers and two K-12 principals will be appointed to 3-year terms.
- Will advise the legislature on education policy issues.

PLEASE NOTE

This analysis is accurate as of March 2, 2016. The bill is expected to be considered in the Senate committee the week of March 7, 2016.

You should expect the bill to change as it makes its way through the committee.

Follow @alschoolconnect on Twitter, or on the web at www.alabamaschoolconnection.org for updates.