

# **Fact Sheet**

## **AB 5 (Fuentes)**

### **A Best Practices Teacher Evaluation System**

*Moving beyond just test scores.*

1. Requires the implementation of a comprehensive Teacher Evaluation System that is based on best practices and multiple measures to strengthen the knowledge and skills of teachers to improve student learning in all school districts by July 1, 2014.
  - Replaces the Stull Act with a new comprehensive evaluation system that goes beyond just test scores and includes multiple measures of accountability.
  - Mandates that all districts create an evaluation system that is based on the California Standards for the Teaching Profession – giving the state highly respected, uniform base standards for teacher evaluation.
  - Requires that evaluation systems be aligned to the Common Core State Standards as they are implemented in California by 2014-15.
  - Requires probationary teachers to be evaluated every year. (current law)
  - Requires permanent teachers who have been employed less than 10 years to be evaluated at least every two years. (current law)
  - Requires permanent teachers who have been employed for 10 years to be evaluated at least every three years.
  - Requires training for administrators and resources for that training to ensure accurate and consistent evaluations and to ensure administrators know how to conduct standards-based evaluations.
  - Requires a calibration process for evaluators to ensure that evaluation metrics are applied as intended and that evaluation processes are implemented with fidelity. Calibration creates a comparison among evaluators to ensure consistency, provide accountability and improve the performance of an evaluator in applying the standards of teacher effectiveness.
  - Continues practice of collectively bargaining any evaluations system at the local level to ensure the buy-in and trust of all affected parties and to ensure local conditions and student needs are considered. Every local school district is different with specific needs based on the student population and demographics, which shapes the work of teachers. The local educators, administrators and parents know what's best for their students, and AB 5 recognizes this distinction.
  
2. Requires parent and community input
  - Specifically requires the governing board of a school district by May 2013 to hold a public hearing to seek input on implementation of the new evaluation system and requires the district to use this input in developing the new evaluation system.

- Requires the governing board to hold a second public hearing (consistent with current state law) once the negotiations around the evaluation system are complete to explain the final new evaluation system to parents and the community.
3. Allocates a total of \$89 million in one-time unexpended Quality Education Investment Act funds in the 2013-14 fiscal year to implement the following:
    - \$60 million allocated on a per certificated employee basis (including administrators) to school districts with QEIA eligible schools to begin planning for implementation of the new Best Practices Teacher Evaluation System.
      - 1,455 eligible QEIA schools.
      - Affects about 1.24 million students.
      - Approximately 60,000 teachers.
      - Approximately \$1,000 per certificated employee.
    - \$29 million allocated on a per-pupil basis to school districts with current cohort of QEIA schools to implement the Common Core State Standards in English language arts and mathematics.
      - 494 schools.
      - About 400,000 students.
  4. Requires that all mandated costs will be added to the K-12 Block Grant to support all mandated costs of teacher evaluations by January 1, 2015.
  5. Prohibits the Best Practices Teacher Evaluation system and the QEIA program from being waived by the State Board of Education.
  6. Provides QEIA schools with more flexibility to meet class size requirements in order to ensure they are able to continue in the program despite severe staffing reductions.