

CCSESA FOCUS

An Update to County Superintendents of Schools

Monday, June 1, 2015

Urge State Senators and Assembly Members to Vote “No” on Teacher Evaluation Bills

This coming Friday, June 5, is the deadline for each house of the State Legislature to pass bills from their house of origin. For example, Assembly bills must pass the Assembly by this Friday.

Two important teacher evaluation bills will come up for a vote this week on their respective floors—SB 499 (Liu) in the full Senate and AB 575 (O’Donnell) in the full Assembly. That means every state legislator will have a chance this week to vote on the critical issue of expanding the scope of collective bargaining to include teacher evaluation standards. Please contact the members of the Assembly who represent your county and urge them to vote “no” on AB 575. Similarly, please contact members of the Senate from your county and urge them to vote “no” on SB 499. To be effective, it is important to make these contacts no later than Wednesday of this week.

CCSESA, along with other major education groups like ACSA, CSBA, EdTrust West and Children Now, is opposed to both bills. Among other provisions, both measures would expand the scope of collective bargaining to include key teacher evaluation standards and procedures. Copies of CCSESA’s letters of opposition to AB 575 and SB 499 are attached for your reference. Also attached is a “Floor Alert” representing opposition by a diverse array of groups and agencies.

Given that both bills are authored by the chairs of the Education Committees of their respective Houses, we do not expect to defeat either bill this week. However, Republican legislators are opposed and many “civil rights” Democrats have serious concerns about the bills. It is far from certain that one of these bills will become law. As the debate moves forward, it is critically important to demonstrate that there is strong and active opposition to the bills within the education community.

Please contact either me or Sandra Morales at smorales@ccsesa.org if we can provide additional information, provide an update, or if there are results from conversations with legislators and/or staff that you would like to share.

**Contact: Peter Birdsall, Executive Director • P: (916) 446-3095 • C. (916) 719-1315
pbirdsall@ccsesa.org • www.ccsesa.org**



CCSESA

California County Superintendents Educational Services Association

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May 29, 2015

The Honorable Patrick O'Donnell
Chair, Assembly Education Committee
State Capitol, Room 4166
Sacramento, CA 95814

AB 575 (O'DONNELL): BEST PRACTICES TEACHER EVALUATION SYSTEM—OPPOSE

Dear Assembly Member O'Donnell:

On behalf of the California County Superintendents Educational Services Association (CCSESA), I am writing to inform you that our organization has adopted an "oppose" position on AB 575 as amended in the Assembly Appropriations Committee.

AB 575 proposes an inappropriate expansion of the scope of collective bargaining that would negatively impact the ability of locally elected governing boards to meet their responsibility to adopt policies that ensure that all students are making progress towards meeting board-established standards of pupil achievement. This fundamental responsibility is central to the accountability of locally elected officials, to the voters in their communities, and to the students they are elected to serve.

AB 575 would amend current law to remove provisions of law concerning standards of expected student achievement outside of the article that governs the development and implementation of teacher evaluation systems. To promote this disconnect of teacher evaluation from student performance is contrary to the fundamental purpose for which teachers are employed. AB 575 would then further confuse the issues by expanding the scope of bargaining to include the performance standards based on which teachers are evaluated. This would mean that elected officials could not be held directly accountable for those standards.

AB 575 would establish new mandates on the system of teacher and administrator evaluation, without a meaningful plan for funding those requirements and defining how they interact with other critical issues of teacher and administrator evaluation, support and dismissal. The bill thus has the effect of making it more likely that districts will fail to meet the new standards and will therefore have an even more difficult time removing low-performing employees.

In our view, AB 575 moves in the wrong direction on the key issues related to teacher and administrator evaluation.

Sincerely,

Sandra Morales, Assistant Executive Director

cc: Chelsea Kelly, Consultant, Assembly Education Committee



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Marin County

May 29, 2015

The Honorable Carol Liu
Chair, Senate Education Committee
State Capitol, Room 2083
Sacramento, CA 95814

SB 499 (LIU): BEST PRACTICES TEACHER EVALUATION SYSTEM—OPPOSE

Dear Senator Liu:

On behalf of the California County Superintendents Educational Services Association (CCSESA), I am writing to inform you that our organization has adopted an "oppose" position on SB 499 as amended in the Senate Appropriations Committee.

SB 499 proposes an inappropriate expansion of the scope of collective bargaining that would negatively impact the ability of locally elected governing boards to meet their responsibility to adopt policies that ensure that all students are making progress towards meeting board-established standards of pupil achievement. This fundamental responsibility is central to the accountability of locally elected officials, to the voters in their communities, and to the students they are elected to serve.

SB 499 would amend current law to remove provisions of law concerning standards of expected student achievement outside of the article that governs the development and implementation of teacher evaluation systems. To promote this disconnect of teacher evaluation from student performance is contrary to the fundamental purpose for which teachers are employed. SB 499 would then further confuse the issues by expanding the scope of bargaining to include the performance standards based on which teachers are evaluated. This would mean that elected officials could not be held directly accountable for those standards. Further, these proposed changes to law would promote a separation of teacher evaluation standards from issues of student performance.

SB 499 would establish new mandates on the system of teacher and administrator evaluation, without a meaningful plan for funding those requirements and defining how they interact with other critical issues of teacher and administrator evaluation, support and dismissal. The bill thus has the effect of making it more likely that districts will fail to meet the new standards and will therefore have an even more difficult time removing low-performing employees.

In our view, SB 499 moves in the wrong direction on the key issues related to teacher and administrator evaluation.

Sincerely,

Sandra Morales, Assistant Executive Director

cc: Kathleen Chavira, Staff Director, Senate Education Committee
Lenin Del Castillo, Consultant, Senate Education Committee



FLOOR ALERT
June 1, 2015

**HAVING A GREAT TEACHER IN EVERY CLASSROOM SHOULD BE NON-NEGOTIABLE.
 TAKE OUR STUDENTS OFF THE BARGAINING TABLE -
 VOTE **NO** ON SB 499 (LIU) & AB 575 (O'DONNELL)**

Senate Bill 499 (Liu) and Assembly Bill 575 (O'Donnell) both seek to replace the state's existing framework for teacher evaluations. We, the undersigned local education agencies and statewide organizations are opposed to both bills, despite the recent amendments.

While we have strong concerns about many provisions in both bills and believe they warrant deeper consideration over the interim recess, we particularly object to their expansion of the role of collective bargaining, which goes far beyond giving teachers a say in how they are evaluated. Currently, the conditions and benefits of employment – including evaluation procedures – are the subjects of bargaining. Should SB 499 and AB 575 be approved, however, academic and student progress issues would become inextricably linked with financial matters and other employment conditions subject to bargaining. These measures would dramatically increase the complexity of contract negotiations and the frequency of impasse by giving the unions the power to negotiate such things as:

- The definition of what is deemed acceptable job performance
- Whether unannounced classroom observations are part of an evaluation
- Classroom rosters
- The acceptable rate of student progress
- How test results are weighted against other measures of student progress
- What instructional materials must be made available
- The interventions for struggling teachers

Furthermore, it is critical that school district governing boards retain the sole right to determine the *standards and criteria for job performance and student achievement*, so they cannot be required to negotiate away the significance of student progress as an indicator of teacher effectiveness, or their responsibility to provide professional development and support to struggling teachers.

As such, we urge you to **VOTE NO on SB 499 & AB 575** when they come before you on the floor.

*Association of California School Administrators
 California Chamber of Commerce
 California Association of School Business Officials
 California Association of Suburban Schools
 California County Superintendent Educational Services Association
 California School Boards Association
 Camarillo Chamber of Commerce
 Central Valley Education Coalition
 Chambers of Commerce Alliance of Ventura & Santa Barbara Counties
 Children Now*

*EdVoice
 Fullerton Chamber of Commerce
 Kern County Superintendent of Schools
 Los Angeles Unified School District
 Orange County Office of Education
 Riverside County Superintendent of Schools
 San Joaquin County Office of Education
 Small School Districts Association
 Southwest California Legislative Council
 Students First
 The Education Trust - West*