

14 Sec. 24A-8. ~~Evaluation of~~ Content of evaluation plans for teachers
15 not in contractual continued service. This Section does not apply to
16 teachers assigned to schools identified in an agreement entered into
17 between the board of a school district operating under Article 34 of
18 this Code and the exclusive representative of the district's teachers
19 in accordance with Section 34-85c of this Code. ~~Beginning with the~~
20 ~~1987-88 school year~~ Each school district to which this Article applies
21 shall establish a teacher evaluation plan which ensures that each
22 teacher not in contractual continued service shall be evaluated at
23 least once each school year. ~~The district's evaluation plan and any~~
24 ~~substantive change in it must be developed by the district at least in~~
25 ~~cooperation with its teachers or, where applicable, the exclusive~~
26 ~~bargaining representative of its teachers.~~

27 The evaluation plan shall comply with the requirements of this Section
28 ~~and of any rules adopted by the State Board of Education pursuant to~~
29 ~~this Section.~~

30 The plan shall include a description of each teacher's duties and
31 responsibilities and of the teaching standards to which that teacher is expected
32 to conform. Beginning with the 2009-2010 school year, these standards
33 shall include the Illinois Professional Teaching Standards; provided
34 that in a district subject to a collective bargaining agreement as of
35 the effective date of this amendatory Act of 2008, any changes made by
36 this amendatory Act shall go into effect in that district only upon
37 expiration of that agreement, unless otherwise agreed to by the
38 district and the exclusive bargaining representative of its teachers.
39 The evaluation of teachers shall be conducted by an administrator
40 qualified under Section 24A-3; provided that some or all the duties of
41 administrators under this Section may be delegated to other school
42 employees if the school district and exclusive bargaining
43 representative of its teachers negotiate and agree to it as part of an
44 alternative plan under subsection (j). The evaluation shall include at
45 least the following components:

46 (a) Personal observation of the teacher in the classroom on at least 2
47 different school days by a district administrator qualified under

1 Section 24A-3, unless the teacher has no classroom duties. A written
2 summary of the observation, in which any deficiencies in performance
3 ~~and recommendations for correction~~ are identified, shall be provided to
4 and discussed with the teacher within 10 school days of the date of the
5 observation, unless an applicable collective bargaining agreement
6 provides to the contrary. In the event a teacher's absence makes provision
and discussion of the written summary of the observation impossible, one
day shall be added to the time frame for each day the teacher is absent.

7 (b) Consideration of the teacher's attendance, planning, and
8 instructional methods, classroom management, where relevant, and
9 competency in the subject matter taught, where relevant.

10 (c) Specification as to the teacher's strengths and weaknesses, ~~with~~
11 ~~detail of specific examples and supporting reasons for the comments~~
12 ~~made.~~

13 (d) Provision of a copy of the evaluation to the teacher and inclusion
14 of the copy and the teacher's response to it in the teacher's personnel
15 file.

16 (e) Notwithstanding subsections (a) through (d), each school district
17 and the exclusive bargaining representative of its teachers may
18 negotiate and agree to an alternative evaluation plan for its teachers
19 that does not include or modifies one or more of the foregoing
20 components. The alternative plan may in part use growth model
21 assessment, peer assistance and peer review to evaluate teachers,
22 provided that individual teacher data based upon student performance
23 and progress shall be confidential and shall not be a public record.

(f) Nothing herein shall limit a board of education's right to not renew or dismiss
teachers not in contractual continued service pursuant to Section 24-11. Nothing herein
shall compel a board of education to enter into collective bargaining regarding the
evaluation, non-renewal or dismissal of teachers not in contractual service unless an
existing collective bargaining agreement provides to the contrary.