



Good afternoon Mr. Chairman, Vice Chairman and members of the committee. My name is Kate Casas and I am the State Policy Director of the Children's Education Council of Missouri. It will not surprise any of you to know that CECM is in favor of evaluating teachers and administrators based in part on student academic growth.

We commend DESE's efforts to update the Missouri educator evaluation system so that it reflects best practices for educator evaluation from around the world by including student academic growth as one of the multiple measures used to determine educator effectiveness.

We are pleased that in addition to evaluating teachers, DESE has included principals and superintendents in its new evaluation system. CECM knows it is critical that Missouri's administrators are also held accountable for district and school performance. As you are well aware school administrators are tasked with both managing schools' financial health and with being the schools' instructional leaders. According to the National Council for Education Statistics, Missouri spends roughly 11% of its total K-12 education budget on administration. That is roughly \$1 billion of taxpayer money every year. Clearly Missouri's education officials believe administrators play a key role in educating Missouri's students, as such, it is essential for administrators, including superintendents, to have an evaluation that is based in part on student academic growth.

We do believe that some of the principles of this evaluation should be codified in statute. For example, we believe it is critical that 33-50% of the evaluation be based on quantifiable student growth data and should therefore be required by Missouri law.

CECM also believes that evaluations should be used to make personnel decisions for both teachers and administrators. The importance of this is playing out right now in the Normandy School District. As you probably know, Normandy has announced it will be laying off more than 100 people, most of whom are teachers, in the next couple of weeks. In a presentation to the Normandy School Board last week, it was noted that these layoffs would be made based on tenure, seniority and certification. Effectiveness was not a factor the school district was allowed to consider when making these reductions in force. If the Normandy School District were allowed to make personnel changes based on effectiveness rather than seniority, it would be better able to respond to the competition from neighboring school districts and raise student performance.

Additionally, because principals and superintendents have the pleasure of running Missouri's schools that are funded by Missouri's taxpayers, we believe the administrator's evaluations should not only be used to make personnel decisions, but that their results should be made available to the public as well.

As this committee continues to study the effectiveness of Missouri's educator evaluation system I hope you will take all these things into account.

I will be happy to answer any questions.