



# 126th MAINE LEGISLATURE

## FIRST REGULAR SESSION-2013

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Legislative Document

No. 1350

S.P. 469

In Senate, April 9, 2013

### An Act Regarding School Administrator Effectiveness

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Reference to the Committee on Education and Cultural Affairs suggested and ordered printed.

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT  
Secretary of the Senate

Presented by Senator CAIN of Penobscot.  
Cosponsored by Representative MacDONALD of Boothbay and  
Senators: LANGLEY of Hancock, MILLETT of Cumberland, Representative: POULIOT of  
Augusta.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 20-A MRSA c. 508-A** is enacted to read:

3 **CHAPTER 508-A**

4 **ADMINISTRATOR EFFECTIVENESS**

5 **§13711. Definitions**

6 As used in this chapter, unless the context otherwise indicates, the following terms  
7 have the following meanings.

8 **1. Administrator.** "Administrator" means a superintendent, assistant  
9 superintendent, special education director or curriculum coordinator.

10 **2. Effectiveness rating.** "Effectiveness rating" means the level of effectiveness of  
11 an administrator derived through implementation of a performance evaluation and  
12 professional growth system.

13 **3. Performance evaluation and professional growth system.** "Performance  
14 evaluation and professional growth system" or "system" means a method developed in  
15 compliance with this chapter by which administrators are evaluated, rated on the basis of  
16 effectiveness and provided opportunities for professional growth.

17 **4. Professional improvement plan.** "Professional improvement plan" means a  
18 written plan developed by a school board with input from an administrator that outlines  
19 the steps to be taken over the coming year to improve the effectiveness of the  
20 administrator. The plan must include but need not be limited to appropriate professional  
21 development opportunities.

22 **5. Summative effectiveness rating.** "Summative effectiveness rating" means the  
23 effectiveness rating of an administrator that is assigned at the end of an evaluation period.  
24 Ratings or comments provided to the administrator during the evaluation period for the  
25 purpose of providing feedback, prior to assignment of a final effectiveness rating, are not  
26 summative effectiveness ratings.

27 **§13712. Local development and implementation of system**

28 A school administrative unit shall develop and implement a performance evaluation  
29 and professional growth system for administrators. The system must meet the criteria set  
30 forth in this chapter and comply with rules adopted pursuant to this chapter and must be  
31 approved by the department. Every year the school administrative unit's school board  
32 must use the system to analyze the performance of the school administrative unit's  
33 administrators.

1           **§13713. Use of effectiveness rating**

2           A school board shall use effectiveness ratings of administrators to inform strategic  
3 human capital decision making, including, but not limited to, decision making regarding  
4 professional development, compensation, assignment and dismissal.

5           Receipt of summative effectiveness ratings indicating that an administrator is  
6 ineffective for 2 consecutive years constitutes just cause for termination of an  
7 administrator's contract.

8           **§13714. Elements of system**

9           A performance evaluation and professional growth system consists of the following  
10 elements:

11           **1. Standards of professional practice.** Standards of professional practice by which  
12 the performance of administrators must be evaluated.

13           A. The department shall provide, by rule, a set of standards of professional practice  
14 or a set of criteria for determining acceptable locally determined standards for  
15 administrators;

16           **2. Multiple measures of effectiveness.** Multiple measures of administrator  
17 effectiveness, other than standards of professional practice, including but not limited to  
18 student learning and growth;

19           **3. Rating scale.** A rating scale consisting of 4 levels of effectiveness.

20           A. The rating must be based on standards of professional practice and measures of  
21 administrator effectiveness. The proportionate weight of the standards and the  
22 measures is a local decision, but measurements of student learning and growth must  
23 be a significant factor in the determination of the rating of an administrator.

24           B. The rating scale must set forth the professional growth opportunities and the  
25 employment consequences tied to each level.

26           C. At least 2 of the levels must represent effectiveness, and at least one level must  
27 represent ineffectiveness;

28           **4. Professional development.** A process for using information from the system to  
29 inform professional development;

30           **5. Implementation procedures.** Implementation procedures that include the  
31 formation of a steering committee composed of school board members, teachers,  
32 administrators and other school administrative unit staff that regularly reviews and refines  
33 the performance evaluation and professional growth system to ensure that it is aligned  
34 with school administrative unit goals and priorities; and

35           **6. Professional improvement plan.** The opportunity for an administrator who  
36 receives a summative effectiveness rating indicating ineffectiveness in any given year to  
37 implement a professional improvement plan.

