

Statutory Authority: Teacher and Leader Evaluation

In 1983, the Missouri legislature adopted statute 168.128 RSMo directing the board of education of each school district to cause a “comprehensive performance-based evaluation for each teacher employed by the district” and the Department of Elementary and Secondary Education to “provide suggested procedures for such an evaluation.” In 1985, the law also directed the Department to provide suggested procedures for administrator evaluation. These texts in their entirety follow:

Section 168.128. Teacher records, how maintained – evaluations, how performed and maintained. The board of education of each school district shall maintain records showing periods of service, dates of appointment, and other necessary information for the enforcement of section 168.102 to 168.130. In addition, the board of education of each school district shall cause a comprehensive performance-based evaluation for each teacher employed by the district. Such evaluation shall be ongoing and of sufficient specificity and frequency to provide for demonstrated standards of competency and academic ability. All evaluations shall be maintained in the teacher’s personnel file at the office of the board of education. A copy of each evaluation shall be provided to the teacher and appropriate administrator. The State Department of Elementary and Secondary Education shall provide suggested procedures for such an evaluation.

(L. 1969 p.2 75§1 68.114, A.L. 1983 H.B. 38 & 783)

Section 168.410. School administrators and school district superintendents shall be evaluated in the following manner:

- (1) The board of education of each school district shall cause a comprehensive performance-based evaluation for each administrator employed by the district. Such evaluation shall be ongoing and of sufficient specificity and frequency to provide for demonstrated standards of competency and academic ability.
- (2) All evaluations shall be maintained in the respective administrator’s personnel file at the office of the board of education of the school district. A copy of each evaluation shall be provided to the person being evaluated and to the appropriate administrator.
- (3) The state department of elementary and secondary education shall provide suggested procedures for the evaluations performed under this section.

(L. 1985 H.B. 463)

Preliminary model evaluation instruments were subsequently created and made available for district use. The first document providing suggested procedures and evaluation was made available to school districts in 1984. A second document, the Performance-Based Teacher Evaluation (PBTE), was released in 1999. The Performance-Based Principal Evaluation (PBPE) was released in 2003. By conventions of Missouri history, local boards of education evaluate superintendents, superintendents ensure the evaluation of all other administrators and principals ensure the evaluation of teachers. This document serves as a revision to both the PBTE and PBPE.

In June 2010, Missouri Senate Bill 291 was passed directing school districts to adopt teaching standards which were to include the following elements: “students actively participate and are successful in the learning process; various forms of assessment are used to monitor and manage student learning; the teacher is prepared and knowledgeable of the content and effectively maintains students’ on-task behavior; the teacher uses professional communication and interaction with the school community; the teacher keeps current on instructional knowledge and seeks and explores changes in teaching behaviors that will improve student performance; and the teacher acts as a responsible professional in the overall mission of the school.”

The Educator Evaluation System, approved by the State Board of Education in June 2012, includes standards aligned to Senate Bill 291.