



SPONSOR: Rep. Heffernan & Rep. K. Williams & Sen. Sturgeon &  
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HOUSE OF REPRESENTATIVES  
151st GENERAL ASSEMBLY

HOUSE SUBSTITUTE NO. 1  
FOR  
HOUSE BILL NO. 291

AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO EDUCATOR EVALUATIONS AND PROCEDURES FOR THE TERMINATION OF SERVICES OF PROFESSIONAL EMPLOYEES.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

1 Section 1. Amend § 1270, Title 14 of the Delaware Code by making deletions as shown by strike through and  
2 insertions as shown by underline as follows:

3 Subchapter VII. Educator Evaluations

4 § 1270 The Delaware Performance Appraisal System II. [Effective July 1, 2022]

5 (a) An educator holding an initial license pursuant to § 1210 of this title must receive a Delaware Performance  
6 Appraisal System II (DPAS II) evaluation annually. An educator holding a continuing license pursuant to § 1211 of this  
7 title or an advanced license pursuant to § 1213 of this title must receive a Delaware Performance Appraisal System II  
8 (DPAS II) evaluation at least every 2 academic years. For purposes of this subchapter only, the term “educator” shall also  
9 include specialists who practice in Delaware public schools, whether or not they are licensed and certified by the  
10 Department. The evaluation must be consistent with the Delaware Professional Teaching Standards and the Delaware  
11 Administrators’ Standards, and must otherwise be in accordance with the criteria and requirements of this section.

12 (b) The Department, with the consent of the State Board of Education, shall promulgate rules and regulations to  
13 administer the Delaware Performance Appraisal System II (DPAS II). The DPAS II must include an overall rating and a  
14 student-improvement component rating, and must identify what constitutes satisfactory performance and unsatisfactory  
15 performance on the overall evaluation and on each component of the evaluation. For the purposes of § 1273 of this title,  
16 DPAS II must also include a definition of “pattern of ineffective teaching” and define “pattern of ineffective  
17 administration” as it relates to unsatisfactory performance on the overall DPAS II evaluation.

18 (c) (1) DPAS II must have no more than 5 components and must have a strong focus on student improvement, with  
19 1 component dedicated exclusively to student improvement. All components must be weighted equally beginning in the  
20 2017-18 academic year.

21 (2) For all Part A and Part B goals, the educator, as well as the administrator, may propose measures to be  
22 used to provide data to judge progress towards the goals. The proposed measures must be approved by the  
23 administrator, and not result in additional assessments for students. With regard to Part B goals, the measures must be  
24 selected from a list of the standardized measures approved by the Department.

25 (3) The measure of student improvement must take into consideration student absence, student mobility,  
26 student chronic noncompliance with school rules, chronic failure by parents to abide by the Parents' Declaration of  
27 Responsibilities under § 157 of this title, and other factors that may adversely affect the evaluation. If a student has  
28 missed more than 15% of the class time, the student's performance shall only be used with the agreement of the teacher  
29 under this chapter.

30 (d) A local school district may develop and implement other assessment tools that measure annual student  
31 improvement, including assessments in other content areas. Assessment tools developed and implemented pursuant to this  
32 subsection must be approved by the Secretary and must be funded with local funds.

33 (e) Nothing in this section prevents a local school district from administering other evaluations in addition to the  
34 Delaware Performance Appraisal System II, provided that administration of additional evaluations is reported to the  
35 Department.

36 (f) A local school district, vocational-technical school district or charter school may make application to the  
37 Department for a waiver of the provisions of the DPAS II evaluation system, which shall be granted, subject to the  
38 provisions of rules and regulations promulgated pursuant to this subchapter, if the request for a waiver is based on a locally  
39 developed evaluation process that is demonstrated to be the product of the collective bargaining process pursuant to Chapter  
40 40 of this title and community review and is as rigorous and as educationally sound as DPAS II, provides for evaluating  
41 educator performance by measuring student growth using multiple measures over the course of a curricular year, and  
42 contains a mechanism for certifying evaluators and for quality control.

43 ~~(g) The Department shall promptly establish a pilot program in not more than 3 local education agencies. The pilot~~  
44 ~~program, which shall be for the 2016-17 and 2017-18 academic years, shall weigh all components equally, shall incorporate~~  
45 ~~a survey provision for parents and students to be included within Component IV of the evaluation, and shall meet the~~  
46 ~~following requirements for each participating local education agency:~~

47 (1) Any such program shall be conducted with the consent of the school district and organization representing  
48 the district's educators for collective bargaining purposes.

49 (2) Such program shall, to the fullest extent practicable, use the mathematical algorithm recommended by the  
50 DPAS II Subcommittee and contained in its Final Report dated March 31, 2016, as Appendix C to determine final or  
51 summative ratings for evaluations.

52 (3) The component dedicated exclusively to student improvement shall contain 2 parts. The first part, known  
53 as "Part A," shall contain an individual goal created by the educator and administrator that is based upon the school or  
54 district improvement document and demonstrates the educator's contribution to student growth for his or her current  
55 cohort of students. The second part, known as "Part B," shall contain an individual goal created by the educator and  
56 administrator that is based upon an assessment approved by the Department. The administrator shall assess the  
57 progress toward goals, regardless of whether the educator has satisfied the requirements of § 1403(a) of this title, is on  
58 an improvement plan, has expectations contained in the most recent performance evaluation, or has a satisfactory most  
59 recent performance evaluation.

60 (4) In the event that the educator and administrator cannot agree upon the goals to be included in the  
61 component dedicated exclusively to student improvement, the goals shall be determined as follows:

62 a. For educators who have not satisfied the requirements of § 1403(a) of this title, the administrator shall  
63 determine the goals to be included in the component dedicated exclusively to student improvement.

64 b. For educators who have satisfied the requirements of § 1403(a) of this title but are on an improvement  
65 plan or have expectations contained in their most recent performance evaluation, the administrator shall determine  
66 the goals to be included in the component dedicated exclusively to student improvement.

67 c. For educators who have satisfied the requirements of § 1403(a) of this title and whose most recent  
68 performance evaluation is satisfactory, the educator and administrator shall each determine a Part A and Part B  
69 goal. In such instance, each goal shall be of equal weight.

70 (5) For all Part A and Part B goals, the administrator shall identify the measures to be used to provide data to  
71 judge progress towards the goals. In regards to Part B goals, the measure must be selected from a list of standardized  
72 measures approved by the Department.

73 (6) The administrator shall be solely responsible for assessing progress toward the goals using the data  
74 generated by measures identified by the administrator and any other data provided by the educator and accepted by the  
75 administrator for this purpose.

76 (g) The Department shall implement the Delaware Teacher Growth and Support System through a pilot program in  
77 no less than 3 local education agencies for the 2021-2022 academic year. During the 2022-2023 academic year, additional  
78 non-participating local education agencies may join the pilot program. The pilot program shall weigh all performance areas  
79 equally, shall incorporate professional growth plans for teachers, and shall meet the following requirements for each  
80 participating local education agency:

81 (1) Any such pilot program shall be conducted with the consent of the local education agency and  
82 organization representing the local education agency's educators for collective bargaining purposes, if applicable.

83 (2) The performance area dedicated to student improvement shall contain a Part I and a Part II. Part I shall  
84 contain at least 1 individual professional learning goal created by the teacher and administrator that is focused on the  
85 continuous improvement of skills aligned to the Delaware Teacher Growth and Support System teacher observation  
86 rubric. Part II shall contain at least 2 individual student improvement goals selected by the teacher and administrator  
87 that demonstrate the teacher's contribution to student growth for his or her current cohort of students. If the teacher and  
88 administrator do not agree, the administrator's decision is final. Each "Part II" goal shall be based upon a measure that  
89 has been approved by the Department. Measures may be created by a local education agency but must be approved by  
90 the Department prior to use. The administrator shall assess the progress toward goals, regardless of whether the teacher  
91 has satisfied the requirements of § 1403(a) of this title, is on a directed professional growth plan, or has a satisfactory  
92 rating on his or her most recent performance evaluation.

93 (3) Notwithstanding any other provision of law, rule or regulation to the contrary, grades 3 through 8 and high  
94 school state assessments required under § 151 of this title shall not be required as a measure of student growth as part  
95 of a teacher's evaluation.

96 (4) The measure of student improvement must take into consideration student absence, student mobility,  
97 student chronic noncompliance with school rules, chronic failure by parents to abide by the Parents' Declaration of  
98 Responsibilities under § 157 of this title, and other factors that may adversely affect the evaluation. If a student has  
99 missed more than 15% of the class time, the student's performance shall only be used with the agreement of the teacher  
100 under this chapter.

101 (5) a. Local education agencies that participated in the 2021-2022 school year pilot may continue to use the  
102 Delaware Teacher Growth and Support System during the 2022-2023 academic year. Evidence collected and feedback  
103 provided under this subsection shall be used as part of a teacher's evaluation cycle and to assign an official summative  
104 rating for the 2022-2023 academic year. Any local education agency that participated in the 2021-2022 school year  
105 pilot that does not continue to use the Delaware Growth and Support System during the 2022-2023 school year shall

106 apply to the Department for approval to revert back to the Delaware Performance Appraisal System II (DPAS II) or an  
107 approved alternate evaluation system.

108 b. Any such decision regarding continued use of the Delaware Teacher Growth and Support System  
109 during the 2022-2023 school year shall be made with the consent of the school district and organization  
110 representing the district's educators for collective bargaining purposes. Approval granted under this subsection  
111 shall be for the 2022-2023 school year only.

112 c. For the 2022-2023 school year any local education agency that makes the decision not to continue with  
113 the Delaware Teacher Growth and Support System shall implement DPAS II or an approved alternate evaluation  
114 system in accordance with this section.

115 (6) Beginning with the 2023-2024 academic year, the Delaware Teacher Growth and Support System will  
116 replace the Delaware Performance Appraisal System II for all licensed and certified teachers.

117 (h)(1) Notwithstanding any provision of this section, the ~~educator evaluation system~~ Delaware Performance  
118 Appraisal System II under this section is ~~suspended~~ modified for the ~~2020-2021~~ 2021-2022 and 2022-2023 academic  
119 school year years. In lieu of the educator evaluation system, Educators must engage in an observation and feedback cycle  
120 designed to provide coaching, and support related to hybrid and remote learning practices that encourage all of the  
121 following:

- 122 a. Relationship building.
- 123 b. Student engagement in learning.
- 124 c. Standards-aligned curriculum implementation.

125 (2) The observation and feedback cycle under paragraph (h)(1) of this section must include all of the  
126 following:

- 127 a. An initial goal setting process.
- 128 b. Classroom observation:
  - 129 1. Experienced teachers shall receive a minimum of 1 announced or unannounced observation within
  - 130 the observation and feedback cycle.
  - 131 2. Novice teachers shall receive a minimum of 2 announced or unannounced observations within the
  - 132 observation and feedback cycle.

133 c. An end-of-year conference between the educator and evaluator.

134 (3) The evaluator shall record feedback provided to an educator under this subsection in the Data Service  
135 Center platform and must include all of the following:

136 a. Component and Criterion level ratings as developed for the 2020-2021 school ~~year year~~ and shared by  
137 the Department in a guidance document.

138 b. Any narrative language related to recommendations or commendations on the educator's performance.  
139 ~~Recommendations on performance may not result in a formal improvement plan.~~

140 (4) The only forms that an educator must complete under this subsection are the following:

141 a. The goal setting form.

142 b. A verification form, created by the Department, to ensure that the educator's observation and feedback  
143 cycle has been completed.

144 (5) Evidence collected and feedback provided during observations under this subsection may ~~not~~ be used ~~for~~  
145 ~~either of the following: as part of the evaluation cycle and to assign a summative rating for the 2021-2022 and 2022-~~  
146 2023 academic years.

147 a. ~~As part of the evaluation cycle.~~

148 b. ~~To assign a summative rating for the 2020-2021 school year.~~

149 ~~(6) Formal improvement plans in place for the 2020-2021 school year remain in effect through the next~~  
150 ~~evaluation cycle under this section.~~

151 Section 2. Amend § 1403, Title 14 of the Delaware Code by making deletions as shown by strike through and  
152 insertions as shown by underline as follows:

153 Subchapter I. General Provisions

154 § 1403 Application of Chapter

155 (a) Except as set forth in subsection (b) of this section, the provisions set forth in §§ 1411, 1412, 1413 and 1414 of  
156 this title, covering reasons for termination, notice of termination, hearings before a board and judicial review, shall apply to  
157 all teachers:

158 (1) Who began teaching in a Delaware public school prior to the end of the 2009/2010 school year and have  
159 completed 3 years of service in the State, 2 years of which shall be in the employ of the terminating board; or

160 (2) Who began teaching in a Delaware public school after the conclusion of the 2009/2010 school year and  
161 has completed at least 3 years of service in the State, at least 2 of which are in the employ of the terminating board,  
162 provided that said teacher has received at least 2 years of "Satisfactory" ratings in the "Student Improvement"  
163 component of the teacher appraisal process (established pursuant to § 1270 of this title) within a 3-year period. The 2  
164 "Satisfactory" ratings need not be consecutive and the requirement for "Satisfactory" ratings need only be satisfied  
165 once in order for the provisions of §§ 1411 through 1414 of this title to apply.

166           (3) Who began teaching in a Delaware public school after the conclusion of the 2020-2021 school year and  
167 have completed at least 3 years of service in the State, at least 2 of which are in the employ of the terminating board,  
168 provided that said teacher has received at least 2 years of “Satisfactory” summative ratings in the teacher appraisal  
169 process (established pursuant to § 1270 of this title) within a 3-year period. The 2 “Satisfactory” ratings need not be  
170 consecutive and the requirement for “Satisfactory” ratings need only be satisfied once in order for the provision of §§  
171 1411 through 1414 of this title to apply.

172           (b) The provisions set forth in §§ 1411, 1412, 1413 and 1414 of this title shall not apply to teachers employed  
173 temporarily to replace professional personnel on leave of absence or to teachers holding temporary certificates.

174           (c) Time spent in military service shall not be counted as years of service for purposes of this chapter.

175           (d) Notwithstanding the provisions of § 1403 (a)(2), due to the Covid-19 pandemic, the provisions set forth in §§  
176 1411, 1412, 1413 and 1414 of this title shall apply to teachers who began teaching in the 2017-2018 and 2018-2019 school  
177 years and have completed at least 3 years of service, at least 2 of which are in the employ of the terminating board.

178           Section 3. Amend § 1410, Title 14 of the Delaware Code by making deletions as shown by strike through and  
179 insertions as shown by underline as follows:

180           Subchapter II. Termination of Services at the End of the School Year

181           § 1410. Notice of intention to terminate services.

182           (a) In the event that any board desires to dispense with the services of any teacher, such board shall give notice in  
183 writing to such teacher on or before May 15 of any year of its intention to terminate said teacher’s services at the end of  
184 such school year. For teachers identified pursuant to ~~§ 1403(a)(1) or (2)~~ § 1403(a)(1), (a)(2), (a)(3) or (d) of this title, such  
185 written notice shall state the reasons for such intended termination of services and shall be accompanied by a copy of this  
186 chapter; provided, however, that this requirement shall not apply to those teachers employed temporarily to replace  
187 professional personnel on leave of absence or those holding temporary certificates.

188           (b) Teachers other than those identified pursuant to ~~§ 1403(a)(1) or (2)~~ § 1403(a)(1), (a)(2), (a)(3) or (d) this title  
189 may, within 7 days of receiving notice of intention to terminate services, request in writing, the reason or reasons for such  
190 notice. The board will provide such reason or reasons in writing and a copy of this chapter no later than 5 days after receipt  
191 of such a request, provided that the stated reason or reasons must have either been contained in the teacher’s performance  
192 appraisal, and the teacher was provided time to correct any deficiency through an individualized improvement plan or other  
193 documented materials properly placed in the teacher’s personnel file prior to said notice. In providing the reason or reasons,  
194 the board is not limited to the reasons set forth in § 1411 of this title. Within 7 days of receiving the reason or reasons for  
195 the notice of intention to terminate services, a teacher may request in writing a conference with the board’s superintendent

196 for the purpose of discussing the reason or reasons and attempting to resolve any disputed matter. Within 10 days of  
197 receiving such a request for a conference, the superintendent shall personally provide the teacher a conference to review the  
198 matter. The conference with the superintendent is final and conclusive. The provisions of this subsection shall not apply to  
199 teachers employed temporarily to replace professional personnel on leave of absence or to teachers holding temporary  
200 certificates.

201 Section 3. Section 1 of this Act takes effect on July 1, 2022.

#### SYNOPSIS

This Act continues the changes made to the Delaware Performance Appraisal System II created under Senate Bill 42 of the 151st General Assembly, with modifications. In order to maintain an evaluation system under current operational challenges, this bill modifies Senate Bill 42 by allowing evidence collected during the observation and feedback cycle to be used a part of the evaluation cycle, to assign a summative rating, and to place educators on improvement plans, if needed. Additionally, this bill extends the pilot for the Delaware Teacher Growth and Support System, created under House Bill 133 of the 151st General Assembly, to the 2022-2023 school year, moving the start date for statewide implementation to the 2023-2024 school year.

This bill also reconciles inconsistencies that have arisen with educators' hearing rights as outlined in Chapter 14 of Title 14 due to the suspension of the state assessment in 2019-2020 school year and low participation in the 2020-2021 school year. Additionally, this bill aligns Chapter 14 with the new educator evaluation system, the Delaware Teacher Growth and Support System, by placing the emphasis on building a culture of professionalism and learning within every school, which is measured in a summative evaluation, rather than one component of an evaluation.

This substitute bill is substantively the same as House Bill No. 291. Some technical corrections were made to accommodate language in 14 Del. C. § 1270(g) that was scheduled to sunset in 2022.