

- SUBJECT:** Appraisal of public school teachers who direct extracurricular activities
- COMMITTEE:** Public Education — favorable, without amendment
- VOTE:** 8 ayes — Grusendorf, Branch, Dawson, Dutton, Eissler, Griggs, Hochberg, Madden
- 0 nays
- 1 absent — Oliveira
- WITNESSES:** For — Marty DeLeon, Texas Association of School Boards
- Against — Tim Bacon, Texas State Teachers Association; Lonnie Hollingsworth, Texas Classroom Teacher Association; Ted Melina Rabb, Texas Federation of Teachers; JoHannah Whitsett, Association of Texas Professional Educators
- BACKGROUND:** Education Code, ch. 21, subch. H requires the education commissioner to adopt a recommended appraisal process and criteria on which to appraise the performance of teachers. The criteria must be based on observable, job-related behavior.
- Section 21.353 stipulates that a teacher who directs extracurricular activities in addition to performing classroom teaching duties can be appraised only on the basis of classroom teaching performance and not on performance in connection with the extracurricular activities.
- DIGEST:** HB 1168 would repeal sec. 21.353 and permit a school district to evaluate teachers based on classroom teaching performance and extracurricular activities.
- The bill would take effect September 1, 2003.

**SUPPORTERS  
SAY:**

HB 1168 would allow school districts to appraise teachers on the full range of duties they perform both inside the classroom and as directors of extracurricular activities. Currently, districts can consider only an employee's classroom teaching performance when conducting an evaluation, regardless of the employee's extracurricular duties. This has created a disincentive for school districts to hire specialized employees, because they could not be appraised on the merits of all of their abilities. Coaching *is* teaching; it plays an integral part in the educational careers of many students and should be regarded this way during the appraisal process.

This bill is permissive and would give school districts another option for a more well-rounded evaluation of teachers who also sponsor extracurricular activities or are members of the coaching staff. It would allow these employees to be recognized and benefit from the excellent job they did outside of the classroom.

**OPPONENTS  
SAY:**

The appraisal process is intended to show a teacher's effectiveness in the classroom, and evaluations are based on classroom instruction and knowledge of the curriculum. The process should not be expanded to allow inclusion of information that is unrelated to this purpose. Districts currently can appraise employees for their performance in extracurricular activities, but this appraisal does not affect their appraisal as a teacher, nor should it.

Districts already can link a teacher's extracurricular duties to the teaching contract so that poor performance in one assignment area could lead to a dismissal in both areas. This bill, however, would remove protections for employees by tying the teaching and extracurricular activity evaluations together. For example, a poor extracurricular activity performance evaluation for the coach of an underperforming basketball team could weaken that teacher's overall performance grade, even if the teaching assignment was not contractually linked to the extracurricular assignment and the classroom instruction and curriculum knowledge evaluation was good.

This bill is unnecessary. School districts already have several options regarding the appraisal of teachers. A district can use the education commissioner's appraisal process, or one that has been developed and approved by the local site-based committee.

HB 1168  
House Research Organization  
page 3